
Report to the Joint Legislative Ad Hoc Committee on Freedom of Expression at Arizona's Public Universities



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1. Executive Summary

The co-chairs of the Joint Legislative Ad Hoc Committee on Freedom of Expression at Arizona's Public Universities, both in a July 18 public hearing and in a July 20 letter, requested a written report from Arizona State University regarding the former T.W. Lewis Center's Feb. 8, 2023 event titled "Health, Wealth & Happiness" and the center's former executive director, Ann Atkinson.

Specifically, the co-chairs asked that ASU respond to allegations made by Ms. Atkinson:

- One or more faculty members from Barrett, The Honors College ran a "national condemnation campaign;"
- One or more Barrett faculty members "took the condemnation campaign into classrooms;"
- One or more Barrett faculty members "viciously and publicly attacked" one or more Lewis Center donors;
- One or more Barrett administrators, faculty or staff knew about or participated in "removing advertisements for the event, censoring speech, or directing speaker content;" and
- ASU leadership defended the Barrett deans' "censorship of speech and the Barrett faculty's condemnation campaign."

This report constitutes ASU's response. **The university reviewed thousands of documents including emails, policies and websites and gathered information from university employees involved. ASU also engaged an outside law firm to assist in identifying relevant witnesses and documents and to conduct witness interviews, especially with those who might be unwilling to speak directly with the university.** ASU reviewed tips submitted to the outside counsel and through a [hotline](https://cfo.asu.edu/asu-hotline) (cfo.asu.edu/asu-hotline) it maintains to facilitate anonymous ethics reporting.

Arizona State University's review of the circumstances surrounding the Feb. 8, 2023 Lewis Center event reveals the complexity of respecting and advancing freedom of speech and free expression in an academic family with more than 80,000 students and more than 15,000 faculty and staff members.

Like any community, the ASU academic community is filled with sharp differences of opinion on virtually every subject. And those differences of opinion are visible on our campuses on a daily basis: students establish student clubs, publish newspapers and newsletters, organize student government and invite speakers to campus while often protesting the visitors of others; visitors to campus advocate for one cause or another while sometimes criticizing, chastising and even screaming at passersby; faculty engage in the life of the institution through classroom and online teaching, engaging with people from all 50 states and more than 150 countries.

The “Health, Wealth & Happiness” event must be reviewed in context. The T.W. Lewis Center was unique for a university program. The center was primarily sponsored by Tom Lewis, who placed certain requirements on his donation, including specific classes, use of his own book, and having dedicated staff. Although the Lewis Center operated successfully for several years, some of those interviewed by ASU’s outside counsel for this report opined that: (1) the purpose of the center was not effectively communicated with other stakeholders, including faculty, (2) although the programming was open, services and events were not effectively integrated into the greater Barrett Honors College community, and (3) the center appeared to operate as a silo and, at times, was perceived to be in competition for resources and attention. These existing misalignments and disagreements contributed to the conflict and misunderstandings that surrounded the Feb. 8 event.

The university’s review found the kind of passionate discussion and debate that the First Amendment celebrates, followed by a successful event where the invited speakers reached tens of thousands of audience members.

Answering the allegations brought by Ms. Atkinson, **the university’s review did not find evidence that Barrett faculty ran a “national condemnation campaign.”** A campaign is a systematic and coordinated effort to achieve a specific outcome. As Section 4 of this report indicates, while more than 30 Barrett faculty members signed a letter written to their dean to strongly oppose the event, our review revealed no evidence that Barrett faculty engaged in a coordinated national campaign of activities such as hiring a public relations firm, writing editorials in national publications, soliciting support from local or national media figures, soliciting news media coverage, soliciting support from political organizations, or communicating with donors.

Instead, Barrett Honors College faculty members reacted to public postings by the T.W. Lewis Center and the invited speakers. The primary mechanism used was a letter to their supervisor, Barrett Honors College Dean Tara Williams, expressing concern that the event was advertised in a way that suggested they had input, when they did not. They also questioned whether the speakers should be provided a university-hosted platform.

As the interviewed faculty and Barrett administrators acknowledged, the letter was sent as an official workplace correspondence. Although all faculty interviewed did not intend as such, the letter was made public. It is not clear who made the letter public, but under Arizona law, it was a public document.

Portions of the letter were also strongly worded in ways that contributed to the overall controversy regarding the event. However, this tone was not reflected in the university’s own communications regarding the event, which sought to emphasize the importance of supporting freedom of expression across varying perspectives.

The university’s review did not find that any faculty members violated ASU policy with their actions in the classroom. Three Barrett faculty members were alleged by Ms. Atkinson to have made statements in the classroom that discouraged attending the Lewis Center event. ASU’s review did not find that any of the three faculty members told their students not to attend or implied that attending would affect their grades. One faculty member did not talk about the event in class at all. The other two responded to questions or concerns from students. One of the faculty members shared the faculty letter with students on her class website along with a message that expressed support for free speech and clarified that she did not have a role in choosing the speakers and she did not agree with them.

The university review did not find that university or Barrett administrators censored speech or interfered with advertising or attendance — quite the contrary, in fact. The event, which was designed by Ms. Atkinson as a fundraiser and an opportunity for the community to learn more about the Lewis Center, was advertised extensively in both free and paid media and on social media. Google ads purchased by ASU for the event received more than 1 million impressions. Students, who could attend free of charge, were also notified through the college newsletter, direct emails sent by Ms. Atkinson, in ASU News, and in print and digital flyers throughout the college. After the event had already been widely publicized, some digital ads were rotated in favor of other upcoming events. Although there was an allegation that the paper flyers were removed, there was no evidence that an ASU administrator directed such an undertaking. Barrett Honors College leadership arguably could have communicated better with Ms. Atkinson on its marketing decisions and intradepartmental coordination, but our review found that every effort was made to promote awareness of this event in the same manner as other comparable events.

The review found no evidence that any of the speakers at the event were prohibited from speaking freely to the audience of more than 1,500 people who attended in person and more than 24,000 who have watched it online. In fact, as indicated in Section 4 of this report, one of the speakers, Charlie Kirk, thanked the university for its commitment to free speech. The focus of the event and the choice of speakers were controlled by Ms. Atkinson in consultation with the donor who funded the center. When Ms. Atkinson expressed concern that controversy about the event could distract from the event’s intended purpose, she was advised that, as the event moderator, she could use the questions she asked to keep the event focused on the topics she wanted to address. She was connected to campus resources to address security concerns or possible disruptions, and was advised on making a statement to set expectations for audience behavior by reminding attendees of the university’s commitment to free speech. **She wrote her own remarks and questions — and the administration made no changes. University and college administration insisted that the “Health, Wealth & Happiness” event be held and did not consider canceling the event.**

While there was plenty of strong disagreement expressed in personal social media posts, the review found no evidence that any Barrett faculty members “viciously and publicly attacked” one or more Lewis Center donors.

Finally, as noted in the Legislative hearing and other public forums, Ms. Atkinson's employment ended because the donor who created and funded her position decided to discontinue his donation. Her job went away when the funding went away, a common situation at ASU and other universities with jobs that rely on donor or grant funding as the source for funding projects and the employment that supports them.

In summary, while the public controversy and discussion of the event were uncomfortable and challenging, the overall effort of those involved sought to balance the rights and obligations of all ASU students, faculty, and community members, in a complicated environment filled with strong differences of opinion. While this review has not found that the specific allegations made by the former executive director of the Lewis Center are supported by the facts, it is certainly the case that ASU can always do more and always do better in its institutional efforts to advance free speech. Accordingly, **ASU will be taking the actions identified in Section 6 of this report to further support the availability of the broadest range of ideas and opinions on any campus and to ensure that our "academic family dinner" is raucous and civil, challenging and educational, and disruptive and comfortable all at the same time.**

2. ASU commitment to freedom of speech

Arizona State University is committed to fostering an environment in which all members of the university community are able to fully participate in an open and vigorous exchange of ideas. ASU is committed to an inclusive environment and welcomes students, faculty, staff and visitors from all backgrounds and walks of life. Its tens of thousands of students and faculty study, analyze and debate topics covering the entire range of human history, experience, thought and behavior.

As a result, the university environment is a place of noisy disagreement and arguments which can be uncomfortable even when civil. Discussion and disagreement are fundamental to the development and sharing of knowledge. ASU fosters an environment in which all members of the university community are able to fully participate in an open and vigorous exchange of ideas.

That right for all members of the university community to share and debate their perspectives and those of others, while upholding the freedom of others to join fully in that debate, is present in numerous applicable laws and university policies. ASU has adopted the [Chicago Principles](https://goacta.org/resource/the-chicago-principles) (goacta.org/resource/the-chicago-principles), and has a “Green Light” rating from the Foundation for Individual Rights and Expression.

Both the U.S. and Arizona Constitution address these fundamental rights. The First Amendment to the U.S. Constitution protects the freedom of speech and the right of people to peaceably assemble and petition the government (including ASU) for the redress of grievances. The Arizona Constitution spells out these rights and the associated obligations in greater detail, protecting both “the right of petition, and of the people peaceably to assemble for the common good” and the right of every person to “freely, speak, write, and publish on all subjects, being responsible for the abuse of that right.”

ASU, the Arizona Board of Regents, and the Arizona Legislature all have adopted rules that provide greater specificity on how these freedoms operate within the context of universities as educational communities.

First, Arizona’s public university campuses are open to any speaker invited by a student, student group, or faculty member. The public areas of campuses are open to speakers, protestors and demonstrators, provided that they follow neutral rules so that other university activities continue (for example, leaving the sidewalks clear for students to get to class or not using megaphones outside the library). **(See Appendix 1.)** Student organizations can reserve classrooms to hold meetings and host speakers and can apply to the student government for funding to support their activities. Individual faculty members can reserve rooms for an invited speaker or invite relevant speakers to participate in their classes. Some university buildings are also available to the public to rent for events and speakers. **(See Appendix 1.)**

University departments also may invite speakers to campus. Because they are acting for the university, the speaker and topic should be relevant to ASU's work and they must follow any applicable processes. The university must also follow state laws restricting the use of university resources to influence elections or lobby for or against legislation.

(See Appendix 1.)

Second, in classrooms and other activities, ASU recognizes that its primary function is to promote the discovery and dissemination of knowledge and that it does so through teaching, discussion and debate. As specified by both ABOR policy and state law, this requires that the university "strive to ensure the fullest degree of intellectual freedom and free expression" and students, faculty and staff "may discuss any topic" consistent with the First Amendment. It also means that it is not the university's role to "shield individuals from speech protected by the First Amendment, including ideas that may be unwelcome, disagreeable or deeply offensive."

As ASU's policy on academic freedom explains, both the pursuit and communication of knowledge should be free from restrictions and should respect the rights of all to "attempt to persuade by reasoned argument or peaceful processes" and to "form judgments based on full and free exploration, exposition and discussion." Faculty have freedom in both their scholarship and teaching, while also being responsible to encourage the free pursuit of learning by their students and evaluate their students on the merit of their work." Faculty are assigned to teach courses that have a specific description, content and format, but within that scope may select and present the material in the way they believe will be most effective in achieving course goals. This may include discussing other topics or current events as they arise, though they should be mindful of the need to focus on the course objectives and to be careful not to introduce controversial matters that have no relation to the subject matter.

Third, students and faculty have broad rights to express their opinions publicly as well as within the university itself. The ABOR code of conduct for students recognizes that its enforcement is subject to constitutional protections for speech and association, while both ABOR and ASU policy affirm the right of faculty and staff to speak in their private capacity, subject to the need to avoid suggesting that they are speaking for the university, especially if they identify their ASU affiliation when speaking. Faculty are expected to be actively involved in the governance of the institution. When they are communicating with each other or the administration about institutional actions and policies, they can identify their university affiliation and use university resources such as email.

This combination of goals and policies makes ASU a lively environment for speech. ASU teaches thousands of classes every semester on innumerable topics, and plays host to a wide range of speakers invited both by the university and by its faculty and students. Reflecting the central role that arguing a point of view plays in the university experience, one will find faculty members arguing with each other virtually every day about every imaginable subject.

Here is a list of some recent speakers at ASU, which demonstrates the wide range of potential events, speakers and ideologies:

Exhibit 1

ASU: A track record of free speech

Here is a look at some recent invited speakers from all sides of the political spectrum.

Speaker	Hosting Student Org	Speaker	Hosting Student Org
Ann Coulter	Turning Point USA	Karrin Taylor Robson	ASU College Republicans
Antoni Poroski	Changemaker & ASASU	Kari Lake	ASU College Republicans
Austin Petersen	Turning Point USA	Katie Hobbs	Sun Devils on a Mission for Arizona
Autumn Higashi	Students for Life	Kevin Jackson	College Republicans United
Blake Masters	ASU College Republicans	Kyrsten Sinema	Global Launch
Brandon Straka	College Republicans United	Kimberly Yee	ASU College Republicans
Brandon Tatum	Turning Point USA	Kris Mayes	Sun Devils on a Mission for Arizona
Breanna Spencer	Turning Point USA	Liz Cheney	McCain Institute
Common	Barrett, The Honors College	Maj Toure	Turning Point USA
David Schweikert	ASU College Republicans	Mark Kelly	Global Launch
David Schweikert	Women's Leadership Summit	Matt Gress	ASU College Republicans
Daniel McCarthy	College Republicans United	Matt Salmon	ASU College Republicans
David Richardson	ASU College Republicans	Michael McGuire	ASU College Republicans
Debbie Lesko	ASU College Republicans	Michelle Malkin	College Republicans United
Donald Critchlow	ASU College Republicans	Michelle Ugenti-Rita	ASU College Republicans
Ibram X. Kendi	The College	Mike Cernovich	College Republicans United
Jack McCain	ASU College Republicans	Paul Gosar	College Republicans United
James Umber	Students for Life	Quang Nguyen	ASU College Republicans
Jared Taylor	College Republicans United	Shawwna Bolick	ASU College Republicans
Jeff Weninger	ASU College Republicans	Stephen Richer	ASU College Republicans
Jeremiah Cota	College Republicans United	Steve Gaynor	ASU College Republicans
Jim Lamon	ASU College Republicans	Tiffany Shedd	ASU College Republicans
Joe Arpaio	College Republicans United	Tina Landis	Students for Socialism
Joel Fevig	Students for Life	Tyler Russell	College Republicans United
Jorge Galicia	Young Americans for Liberty	Vermin Supreme	ASU College Libertarians
Justin Olson	ASU College Republicans	Vincent James Foxx	College Republicans United
Kai Schwemmer	College Republicans United	Walt Blackman	College Republicans United



ASU maintains a “Free Speech at ASU” website that is available year-round for reference and that includes a series of videos on campus free speech that are included in new student orientation. Through the Dean of Students Office, an interdisciplinary Situational Response Team is also available to assist with planning for events that are likely to draw crowds or involve protests, to respond to visitors or events that have the potential to become disruptive or unsafe, and to educate students about their participation in campus activities. (See Exhibit 2.)


Exhibit 2

<https://eoss.asu.edu/resources/free-speech>

ASU
Arizona State University

Dean of Students
Educational Outreach and Student Services

[Get Involved](#) [Resources](#) [Student Advocacy](#) [Student Rights](#) [Safety](#) [Policies](#) [EOSS Resource Hub](#)




Free speech at ASU

The First Amendment and you

Freedom of speech is a hallmark of any public university. ASU is committed to the sharing of different ideas and points of view. At times, you'll hear things you don't agree with or that you find offensive. You have a choice. You can choose to engage. You can choose to debate. You can choose to walk away. To learn more, please review the resources provided below. For questions or concerns contact the Dean of Students on your campus.

[More free speech materials](#)



Statement from ASU President Michael M. Crow on free speech, civil discourse and student conduct

Dear ASU Community:
Some recent events and responses to those events cause me to write today to remind you of the values that bind the ASU community when it comes to free speech. As stated in our charter, ASU is measured not...

[Read the full statement](#)

University resources

Student Advocacy and Assistance

Student Advocacy and Assistance is the main connection to other university and community resources.

ASU Counseling Services

ASU Counseling Services offers free, confidential time-limited professional counseling and crisis services.

Inclusion at ASU

ASU faculty and staff reflect the intellectual, ethnic and cultural diversity of our nation and world enabling our students to learn from the broadest perspectives and engage in the advancement of knowledge with the most

3. Barrett, The Honors College and the T.W. Lewis Center

With authorization from the Arizona Board of Regents, ASU in 1988 created the University Honors College, which was later renamed in honor of longtime ASU supporters Craig Barrett, former Intel CEO, and Barbara Barrett, former U.S. Secretary of the Air Force. Barrett has had three deans: Ted Humphrey, its founding dean; Mark Jacobs, who was appointed dean in 2003 and served in that role until retiring in June 2022; and Tara Williams, who began her service in August 2022.

During its decades of existence, Barrett, The Honors College has benefited from the contributions of many individuals and organizations. One substantial donor to Barrett was the T.W. Lewis Foundation, which in July 2018 agreed to donate funds for the establishment of the T.W. Lewis Center for Personal Development, to be housed in Barrett's Tempe campus facilities with a director reporting to the Barrett Dean.

The initial agreement called for a donation of \$1.7 million in total from June 2019 to June 2023, allocated toward salaries for a director, assessment coordinator, and faculty as well as a speaker series. While Barrett would also contribute to these expenses, under the initial agreement the donor's funding would be the greater share, and the donor would also contribute to a scholarship fund benefiting Barrett students. (See Exhibit 3 for budgets FY 2020 through 2022.)

Exhibit 3.1

Budget details for Lewis Center, FY 2020

Lewis Center					
Budget Report Summary: 2019-2020					
Fiscal Year 2020 (7/1/2019 through 6/30/2020)					
Line Item	Lewis Max Funding (per donor agreement)	Total Cost (Actual)	Lewis Share	Barrett Share	Notes
Executive Director	\$ 160,000.00	\$ 333,094.19	\$ 160,000.00	\$ 173,094.19	50% cost share, total cost including approx 39% ASU benefits cost factor (staff)
Assistant Director	\$ 35,000.00	\$ 60,988.81	\$ 30,494.41	\$ 30,494.41	50% cost share for 50% of time allocation
Program Coordinator, Sr.	\$ 35,000.00	\$ 61,842.43	\$ 30,921.22	\$ 30,921.22	50% cost share, total cost including approx 39% ASU benefits cost factor (staff)
Lewis Center Faculty	\$ -	\$ -	\$ -	\$ -	Cost not incurred until Fiscal Year 2021
Assessment Consultant	\$ 5,000.00	\$ -	\$ -	\$ -	Cost not incurred until Fiscal Year 2021
Course Overload Compensation	\$ 15,000.00	\$ 24,120.10	\$ 12,060.05	\$ 12,060.05	50% Cost Share up to \$15,000 for Fiscal Year 2020
Speaker Series	\$ 25,000.00	\$ 16,526.57	\$ 16,526.57	\$ -	Lewis pays 100% up to \$25,000 for Fiscal Year 2020
Workshops	\$ 20,000.00	\$ 18,234.82	\$ 18,234.82	\$ -	Lewis pays 100% up to \$25,000 for Fiscal Year 2020
Indigo License	\$ 15,000.00	\$ 25,000.00	\$ 15,000.00	\$ 10,000.00	Lewis pays 100% up to \$15,000 for Fiscal Year 2020 & \$30,000 each year thereafter
LinkedIn Learning License	\$ 15,000.00	\$ -	\$ -	\$ -	Cost not incurred until Fiscal Year 2021
Event App	\$ 10,000.00	\$ -	\$ -	\$ -	Cost not incurred until Fiscal Year 2021
Flexible Funding	\$ 20,000.00	\$ 18,958.16	\$ 18,958.16	\$ -	Lewis pays 100% up to \$20,000 for Fiscal Year 2020
Honors Staff - Directed Assessments	\$ -	\$ -	\$ -	\$ 40,000.00	Barrett to contribute \$80,000 per year starting Jan 1, 2020
Facilities Contribution	\$ -	\$ -	\$ -	\$ -	Cost not incurred until Fiscal Year 2021, Barrett to contribute \$50,000 per year
Subtotal	\$ 355,000.00	\$ 558,765.08	\$ 302,195.22	\$ 296,569.86	
ASU Foundation	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ -	Lewis pays 100% to ASU Foundation
Lewis Foundation Funding Received			\$ (180,000.00)		Funding received in May 2020
Scholarship Fund			\$ (200,000.00)		Lewis Foundation scholarship funding on deposit at Barrett
Total to be billed to Lewis Foundation			\$ (52,804.78)		

Exhibit 3.2

Budget details for Lewis Center, FY 2021

Lewis Center									
Budget Report Summary									
Fiscal Year 2021 (7/1/2020 through 6/30/2021)									
Line Item	Lewis Max Funding (per donor agreement)	Total Cost (Actual)	Lewis Share	Barrett Share	Barrett Share	Notes		Lewis Share	Barrett Share
Executive Director	160,000.00	326,634.93	160,000.00	166,634.93	163,317.91			160,000.00	166,634.93
Assistant Director	35,000.00	65,497.62	32,748.81	32,748.81	30,128.81			32,748.81	32,748.81
Program Coordinator, Sr.	35,000.00	64,047.08	32,023.54	32,023.54	32,023.87			32,023.54	32,023.54
Lewis Center Faculty	180,000.00	372,100.34	149,995.24	222,105.10	222,105.10			149,995.24	222,105.10
Assessment Consultant	10,000.00	19,255.00	9,627.50	9,627.50	9,755.00			9,627.50	9,627.50
Course Overload Compensation	5,000.00	26,944.05	5,000.00	21,944.05	16,762.94			5,000.00	21,944.05
Speaker Series	25,000.00	13,489.02	13,489.02	0.00	0.00	13489.03		13,489.02	
Workshops	25,000.00	18,176.15	18,176.15	0.00	0.00	18219.81		18,176.15	
Indigo License	30,000.00	25,000.00	25,000.00	0.00	0.00			25,000.00	
LinkedIn Learning License	30,000.00	65,400.50	30,000.00	35,400.50	32,700.25			30,000.00	35,400.50
Event App	5,000.00	0.00	0.00	0.00	0.00				
Flexible Funding	20,000.00	11,417.49	11,417.49	0.00	129.00	\$10,715.80		11,417.49	
Honors Staff Directed Assessments	0.00	81,458.60	0.00	81,458.60	81,458.60				81,458.60
Facilities Contributions	0.00	50,000.00	0.00	50,000.00	50,000.00				50,000.00
Faculty Relocation Expenses	0.00	4,200.58	0.00	4,200.58	4,200.58				4,200.58
Professional Development	0.00	1,400.31	0.00	1,400.31	1,400.31				1,400.31
Subtotal	560,000.00	1,145,021.67	487,477.75	657,543.92	643,982.37			487,477.75	657,543.92
ASU Foundation			25,000.00						
Total Fiscal Year 2021 Expenses			512,477.75						
Fiscal Year 2021 Beginning Balance			-257,869.95						
Lewis Foundation Funding Received			972,200.00						
Fiscal Year 2021 Ending Balance			714,330.05						
Fiscal Year 2022 Beginning Balance			201,852.30						
Max Fiscal Year 2022 Funding			585,000.00						
Total to be billed to Lewis Foundation for Fiscal Year 2022			383,147.70						

Exhibit 3.3

Budget details for Lewis Center, FY 2022

Lewis Center									
Budget Report Summary									
Fiscal Year 2022 (7/1/2021 through 6/30/2022)									
Line Item	Lewis Max Funding (per donor agreement)	Total Cost (Actual)	Lewis Share	Barrett Share	Notes				
Executive Director	160,000.00	278,677.10	139,338.55	139,338.55	50% cost share, total cost including ASU benefits cost factor				
Program Coordinator, Sr.	35,000.00	52,457.88	26,228.93	26,228.95	50% cost share, total cost including ASU benefits cost factor				
Lewis Center Faculty	180,000.00	392,999.24	165,818.92	227,180.32	50% cost share for up to \$45,000 per faculty member, total cost including ASU benefits cost factor				
Assessment Consultant	10,000.00	20,000.00	10,000.00	10,000.00	50% cost share up to \$10,000 for Fiscal Year 2022				
Course Overload Compensation	5,000.00	6,023.25	3,011.63	3,011.63	50% cost share up to \$5,000 for Fiscal Year 2022				
Speaker Series	60,000.00	60,113.18	60,000.00	113.18	Lewis pays 100% up to \$60,000 for Fiscal Year 2022				
Workshops	30,000.00	29,551.89	29,551.89	0.00	Lewis pays 100% up to \$30,000 for Fiscal Year 2022				
Indigo License	20,000.00	20,000.00	20,000.00	0.00	Lewis pays 100% up to \$20,000 for Fiscal Year 2022				
LinkedIn Learning License	30,000.00	65,400.50	30,000.00	35,400.50	50% cost share up to \$30,000 for Fiscal Year 2022				
Event App	5,000.00	0.00	0.00	0.00	Lewis pays 100% up to \$5,000 for Fiscal Year 2022				
Flexible Funding	20,000.00	17,938.86	17,938.86	0.00	Lewis pays 100% up to \$20,000 for Fiscal Year 2022				
Subtotal	555,000.00	943,161.90	501,888.88	441,273.03					
ASU Foundation			25,000.00						
Total Fiscal Year 2022 Expenses			526,888.88	(A)					
Fiscal Year 2022 Beginning Balance			201,852.30						
Lewis Foundation Funding Received for FY 2022			383,147.70						
			585,000.00	(B)					
Fiscal Year 2023 Beginning Balance			58,111.12	(B) - (A)					
Max Fiscal Year 2023 Funding			585,000.00						
Total to be billed to Lewis Foundation for Fiscal Year 2023			526,888.88						

In the Fall of 2021, shortly after Ms. Atkinson was hired as the second executive director of the Lewis Center, Tom Lewis requested a meeting with Dean Jacobs and Ms. Atkinson to initiate an independent review of the center's performance with the assistance of consultants he had retained for their expertise in conservative philanthropy. Following meetings with Dean Jacobs and Ms. Atkinson, Lewis terminated the gift agreement in April 2022,

indicating that although he was “generally pleased with some aspects of the program (executive directors, speaker series, and workshops),” he did not believe “that Barrett has delivered on the Donor’s intent with regard to the faculty, curriculum and courses.” He also expressed his willingness to consider a new agreement to continue his support of the center.

By May 2022, Lewis had again agreed to support the center, under a new agreement that reduced the Lewis Foundation’s contributions and the portion of the center’s budget covered by donations; the agreement emphasized funding for speakers and workshops over faculty-taught courses. The agreement specified the permissible topics of invited speakers and classes and provided that Lewis’s book, “Solid Ground: A Foundation for Winning in Work and Life,” would be required reading in all classes.

As a result of the funding reduction, the Lewis Foundation would provide \$400,000 per year toward the center’s overall budget, leaving Barrett to pay the remainder of the program expenses, estimated to be \$665,000 for the 2022–23 academic year; see Exhibit 4.

Exhibit 4

Budget details for Lewis Center, FY 2023

	Barrett	Donor Agreement	Total
Line Item			
Executive Director	154,985.00	160,000.00	314,985.00
Assistant Director	0.00	0.00	0.00
Program Coordinator Sr.	29,844.50	40,000.00	69,844.50
Faculty #1 (Martin)	132,737.71	0.00	132,737.71
Faculty #2 (O’Flaherty)	120,228.82	0.00	120,228.82
Faculty #3 (Kappes)	24,786.98	60,000.00	84,786.98
Faculty #4 (Sturgess)	80,629.51	0.00	80,629.51
Assessment Consultant	0.00	10,000.00	10,000.00
Course Overload Compensation	8,217.00	0.00	8,217.00
Speaker Series	35,000.00	60,000.00	95,000.00
Workshops	10,000.00	30,000.00	40,000.00
Indigo License	10,000.00	10,000.00	20,000.00
Event App	0.00	0.00	0.00
Flexible Funding	5,000.00	10,000.00	15,000.00
Honors Staff Directed Assessments	0.00	0.00	0.00
Facilities Contributions	0.00	0.00	0.00
Faculty Relocation Expenses	0.00	0.00	0.00
Professional Development	1,600.00	0.00	1,600.00
ASC 8.5%	52,107.51	0.00	52,107.51
	665,137.02	380,000.00	1,045,137.02

The majority of the budget was dedicated to the salaries of its personnel: Ms. Atkinson as executive director, a program coordinator, and four faculty members. More than half of the Lewis Foundation's contribution was directed specifically to two of those salaries, for Ms. Atkinson and her program coordinator, with another \$90,000 set aside for the speaker series and workshops.

It is in this fiscal environment that Dean Williams and her team made decisions about how to continue the center's work after Tom Lewis informed the ASU Foundation of his intentions to discontinue funding in a Mar. 28, 2023 letter, which we will detail later in this report.

4. The February 8 event: Health, Wealth & Happiness

To take a closer look at the actions and activity leading up to the Feb. 8 event, ASU and the independent counsel hired to support this review examined policies and protocols, reviewed standard event practices, interviewed numerous witnesses, considered student statements submitted both directly and anonymously, and reviewed thousands of related documents.

Before the Spring semester of 2023, all of the Lewis Center's programming was directed at Barrett students. This included for-credit classes on topics relating to the center's emphasis on personal development, as well as speakers and workshops on personal development topics available only to Barrett Honors students. Speaker and workshop expenses included providing food and drink for students in attendance, providing copies of books written or recommended by speakers, and paying speaker honorariums.

A wide range of speakers participated in these events. **(See Exhibit 5.)** This included Tom Lewis, who was the initial speaker for the 2022–23 academic year, as well as two other speakers who later participated in the February 2023 Health, Wealth & Happiness fundraising event (Robert Kiyosaki and Radha Gopalan). The speakers and their topics were selected to align with the center's focus on personal development topics, and Ms. Atkinson personally discussed the center's programming intent with speakers to ensure that the programs they presented would conform to the donor's expectations.

The Lewis Center

Programming Calendar Spring 2023

ASU T.W. Lewis Center
for Personal Development
Arizona State University

Barrett, The Honors College



JANUARY

- 13** **WORKSHOP:** All Aboard the Entrepreneurship Train:
With Stops at Creativity and Innovation
by Dr. Steven Stralser
- 18** **SPEAKER SERIES:** MedTech, Entrepreneurship, and
the Business of Healthcare
by Dr. Alan Pitt
- 18** **VIRTUAL WORKSHOP:** Showcasing the Best
You on LinkedIn
by Ted Prodromou
- 20** **WORKSHOP:** Part 1: The Genesis of Self-Awareness
by Natalie Beyfuss & Rick Moschel

- 23** **SPEAKER SERIES:** Reflections on a Life in Medicine:
Lessons Learned From a Physician, Dean, Wife, and
Mother
by Dr. Michele Halyard
- 25** **SPEAKER SERIES:** Insights to Human Nature From a
Career Inside the FBI
by John Iannarelli
- 27** **WORKSHOP:** Are Your Values Aligned With What You
Truly Hold Dear?
by Jes Parker
- 30** **SPEAKER SERIES:** 20 Surprising Insights About
Entrepreneurship From an Ex-Nike Engineer
by Leslie Voorhees Means

FEBRUARY

- 1** **VIRTUAL WORKSHOP:** New Developments in
Personal Finance 101
by Thanasi Panagiotakopoulos
- 1** **SPEAKER SERIES:** You Are a Worthwhile Gift to
This World
by Isabella Meadows
- 3** **WORKSHOP:** Learn How to Engage With Any Audience
by Jason Schechterle
- 8** **ASU GAMMAGE EVENT:** The Lewis Center Presents:
Health, Wealth & Happiness
by Dr. Radha Gopalan, Robert Kiyosaki & Dennis Prager
- 10** **WORKSHOP:** Part 2: Choosing Growth in the
"Bleakest" of Times
by Natalie Beyfuss & Rick Moschel
- 15** **VIRTUAL WORKSHOP:** Networking in a Remote World
by Ted Prodromou

- 15** **SPEAKER SERIES:** The Future of AI
by Rebecca Clyde
- 20** **SPEAKER SERIES:** Dynamic Leadership and
Multicultural Perspectives: Insights From
AZBOR Regent Jessica Pacheco
by Regent Jessica Pacheco
- 22** **SPEAKER SERIES:** The Societal Impact of
Entrepreneurship
by Courtney Klein
- 24** **WORKSHOP:** The Art of Influencing Your Peers
by Danielle Feroletto
- 27** **SPEAKER SERIES:** The Lesser-Known Life of
Professional Athletes
by A. Q. Shipley

MARCH

- 1** **VIRTUAL WORKSHOP:** How to Buy or Lease a
Car Like a Professional Negotiator
by Scott Kaufmann
- 1** **SPEAKER SERIES:** How to Harness Addictive
Tendencies in a Positive Way
by Henry Ward
- 13** **SPEAKER SERIES:** From Ivy League to
Sports Private Equity: A Journey of Self-Care
and Success
by Sharon Hwang
- 15** **VIRTUAL WORKSHOP:** Home Buying 101
by Laura Whetstone
- 15** **SPEAKER SERIES:** Empower Your Voice: Lessons
From an Outlier's Perspective
by Auggie Gomez
- 17** **WORKSHOP:** Finding Harmony: Cultivating
Inner Peace in a Busy World
by Lewis Center Student Ambassadors

- 22** **SPEAKER SERIES:** Keeping the Moral High Ground:
Lessons From a Trial Attorney and Combat Veteran
by Will Fischbach
- 24** **WORKSHOP:** Part 3: Your Adventure is Calling:
Why Not Answer?
by Natalie Beyfuss & Rick Moschel
- 27** **SPEAKER SERIES:** WE ARE BRAVE ENOUGH
by Colleen Jennings-Roggensack
- 29** **VIRTUAL WORKSHOP:** Verbal Success: Daily
Habits and Techniques for Developing Superb
Communication Skills
by Greg Ragland
- 29** **SPEAKER SERIES:** Eileen Klein: Navigating the
Intersection of Healthcare and State Leadership
by Eileen Klein & Brittney Kaufmann
- 31** **WORKSHOP:** Unlocking Your Potential: Navigating
the Entry-Level Job Market With Confidence
by Julie Walker

APRIL

- 7** **WORKSHOP:** Master the Art of Etiquette and
Set Yourself Apart: Secrets to Making a
Lasting Impression
by Dana Amato
- 10** **EVENING WORKSHOP:** Body Language/Spatial
Awareness & Intro to NLP
by Michael Bernoff
- 12** **VIRTUAL WORKSHOP:** Positive Thinking (What Is
It Good For?): Understanding Happiness in
Turbulent Times
by Dr. Jessica Sturgess

- 14** **WORKSHOP:** Part 4: Don't Wait for Others to
Change, Commit to Yourself
by Natalie Beyfuss & Rick Moschel
- 19** **SPEAKER SERIES:** Dynamic Duo: Navigating Work,
Family, and Life with Steve & Vanessa Erickson
by Vanessa Valenzuela Erickson & Steve Erickson
- 26** **SPEAKER SERIES:** From Idea to Exit: Lessons
From a Serial Entrepreneur Sean Conway
by Sean Conway
- 28** **WORKSHOP:** Part 5: An Immersive Sound
Journey That Resonates Within
by Natalie Beyfuss & Rick Moschel

ENTREPRENEURSHIP BOOTCAMP

*application-based program with limited seating available. Visit our linktree to apply to the program for Fall 2023!

Facilitated by Courtney Klein, Emmy Award-Winning Serial Entrepreneur | Barrett Alumna

Planning the February event

The February 2023 event, in contrast, had a different purpose and audience. Rather than conducting the event onsite at the Barrett facilities on the Tempe campus, as with the speakers and workshops directed at students, Ms. Atkinson contracted for the use of the Gammage Auditorium, a 3,000-seat venue known for hosting touring Broadway shows, graduation ceremonies, large public lectures, and similar programs open to the public.

Completing a form to request use of the space, Ms. Atkinson described the event as a program “similar to the speaker programs sponsored by the Lewis Center” that would function as a “fundraiser for the [Center],” with tickets sold to the public and Barrett students able to attend for no charge.

After confirming possible dates at the preferred venue, Ms. Atkinson worked with Tom Lewis and one of his employees to identify and check the availability of the desired speakers for the public fundraising event, settling on a panel that would include Lewis and Robert Kiyosaki, who had previously spoken at student programs, along with two new speakers: Dennis Prager and Charlie Kirk. Both Prager’s and Kirk’s organizations asked for the opportunity to invite their own donors to the event as well, which Ms. Atkinson approved, and Prager also requested a \$25,000 speaking fee to appear, which was paid directly by the Lewis Foundation.

During the planning, Ms. Atkinson raised questions about the inclusion of Charlie Kirk, noting that he was about to launch a new book entitled “The College Scam: How America’s Universities are Bankrupting and Brainwashing Away the Future of America’s Youth.” In an exchange with Christa Cooper, the VP of Operations at the T.W. Lewis Company, Ms. Atkinson expressed her own concerns about whether Kirk would contribute to the intended focus of the event. (See Exhibit 6.)

“Based on the title, I am thinking it may not be the best idea to include him in the Gammage event. We should seriously consider whether he would distract from the message of Tom, Dennis & Robert...”

Exhibit 6.1

From: [Ann Atkinson](#)
To: [Christa Cooper](#)
Subject: RE: Gammage Event Date
Date: Tuesday, June 14, 2022 9:38:00 AM
Attachments: [image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)
[image001.png](#)

It is not available to the public yet. Based on the title, I am thinking it may not be the best idea to include him in the Gammage event. We should seriously consider whether he would distract from the message of Tom, Dennis & Robert...

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barrethonors.asu.edu/>



-
[RSVP to Lewis Center events here!](#)

From: Christa Cooper [REDACTED]
Sent: Tuesday, June 14, 2022 9:38 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Subject: RE: Gammage Event Date

Not yet – have you?

[Christa Cooper](#)
V.P. of Operations
T.W. LEWIS COMPANY

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Tuesday, June 14, 2022 9:37 AM
To: Christa Cooper [REDACTED]
Subject: RE: Gammage Event Date

Have you read Charlie's new book?

Exhibit 6.2

https://www.amazon.com/College-Scam-Universities-Bankrupting-Brainwashing/dp/1735503738/ref=sr_1_3?keywords=Charlie+Kirk&qid=1655224457&s=books&sr=1-3

Ann Atkinson

Executive Director, T.W. Lewis Center for Personal Development



Arizona State University

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Ph: 480-727-5926 | annatkinson@asu.edu

<https://barretthonors.asu.edu/>



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[RSVP to Lewis Center events here!](#)

From: Ann Atkinson <>

Sent: Monday, June 13, 2022 9:51 AM

To: Christa Cooper [REDACTED]

Subject: RE: Gammage Event Date

Hi Christa,

Absolutely, yes, TP donors would be invited. PragerU wants to invite their donors as well. We could give them early access, before we open ticket sales to the public. If we have 1,000 seats for Barrett students, that would leave about 1,800 for others. I recommend we do not charge Barrett students but we do charge a nominal price for non-student attendees.

2/8 works for Tom, correct?

Thanks,

Ann

Ann Atkinson

Executive Director, T.W. Lewis Center for Personal Development



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[RSVP to Lewis Center events here!](#)

Exhibit 6.3

From: Christa Cooper [REDACTED]
Sent: Friday, June 10, 2022 8:59 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Subject: RE: Gammage Event Date

Hi Ann,

The dates are in front of Charlie currently. He usually does not book his calendar this far out in advance but will do it for Tom. The following question was posed to me:

“Would we be able to invite TPUSA donors to this event in February?”

Let me know what you think?

Sincerely,

Christa Cooper
V.P. of Operations
T.W. LEWIS COMPANY

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Wednesday, June 8, 2022 12:03 PM
To: Christa Cooper [REDACTED]
Subject: RE: Gammage Event Date

Thank you, Christa. Yes, please give Charlie 2/8 as well.

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



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<https://barretthonors.asu.edu/>



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From: Christa Cooper [REDACTED]
Sent: Wednesday, June 8, 2022 11:39 AM **To:**
Ann Atkinson <AnnAtkinson@asu.edu>

Exhibit 6.4

Subject: RE: Gammage Event Date

Hi Ann,

That is good news. This would be Tom's call.

I am waiting to hear back from Charlie Kirk, and I told him 2/10. Should I also give him the 2/8 option as well?

Sincerely,

Christa Cooper
V.P. of Operations
T.W. LEWIS COMPANY

From: Ann Atkinson <AnnAtkinson@asu.edu>

Sent: Wednesday, June 8, 2022 11:34 AM

To: Christa Cooper [REDACTED]

Subject: Gammage Event Date

Hi Christa,

I just had a kick-off call with the Gammage team. They are holding Friday February 10th for us, as you know. This morning, Wednesday February 8th became available. I am recommending we move our program from Friday the 10th to Wednesday the 8th. While both dates would be fine, I think a Wednesday evening would have better attendance – especially by the students. A Wednesday is also slightly better for parking.

Does Wednesday February 8th work for you and Tom?

Thanks,
Ann

Ann Atkinson

Executive Director, T.W. Lewis Center for Personal Development



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Ph: 480-727-5926 | annatkinson@asu.edu

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-

RSVP to Lewis Center events [here!](#)

By mid-June 2022, Ms. Atkinson confirmed the speaker lineup to include Lewis, Kiyosaki, Prager, and Kirk.


Promoting the February event

Months later, in November 2022, Ms. Atkinson began efforts to promote attendance at the February event, reaching out to Barrett communications staff for their assistance in preparing a flier to promote the upcoming February 2023 event. In mid-November, during one of her regularly scheduled update meetings with Dean Williams and Vice Dean Kristen Hermann, Ms. Atkinson listed the Gammage event as a discussion item, attaching a draft event description and budget and indicating that she wanted to talk about the marketing timeline and plan for livestreaming the event. Following their conversation, Dean Williams added the event to her calendar and that of Vice Dean Hermann.

Ms. Atkinson's draft description called the event a "premier speaker program" in which Dennis Prager, Robert Kiyosaki and Dr. Radha Gopalan would "discuss and pose solutions to the human pursuit of health, wealth, and happiness" in a panel discussion moderated by Ms. Atkinson. The program would also include a "special conversation" with Tom and Jan Lewis on the topic of hope. It would be "family-friendly" and open to the public. Kirk was not mentioned as a potential speaker. (See Exhibit 7.)

Exhibit 7.1

Deans Update Agenda

**T.W. Lewis Center
for Personal Development**
Arizona State University

Barrett, The Honors College

To: Dr. Tara Williams, Dean, Barrett, The Honors College
Dr. Kristen Hermann, Vice Dean, Barrett, The Honors College

From: Ann Atkinson, Executive Director, T.W. Lewis Center for Personal Development

RE: Deans Update Agenda

Date: November 16, 2022

1. First Dean's Update Meeting attended by Alex Petrowski
 - a. Alex to provide feedback on his first few months with Barrett
 - b. Open time for conversation with Alex
2. Gammage Event, Wednesday February 8, 2023
 - a. Attached find draft event description
 - b. Attached find draft event budget and ticket sales profit matrix
 - c. Discuss broad marketing timeline & LIVESTREAM
3. Discuss recording & LIVESTREAM options for Spring 2022 Lewis Center Speaker Programs
4. ASU Learning Enterprise meeting scheduled 11/22
5. Ann out of office W 11/23 – F 11/25

Exhibit 7.2

Deans Update Agenda

The Lewis Center presents: **Health, Wealth and Happiness**

Gammage Auditorium

Wednesday, February 8th, 2023

Join us at Arizona State University for a premier speaker program. This special event will feature an enlightening panel discussion with **Dennis Prager, Robert Kiyosaki, and Dr. Radha Gopalan**, as they discuss and pose solutions to the human pursuit of health, wealth, and happiness.

Gopalan: Renowned and board-certified heart transplant cardiologist, expert in Western and Eastern medicine. Dr. Gopalan's unique and powerful perspective on health and wellness centers care around one's spirit and personality as opposed to a symptom-centered approach.

Kiyosaki: Author of numerous bestselling books including *Rich Dad Poor Dad* – the #1 personal finance book of all time. Entrepreneur, investor, and educator, Robert Kiyosaki has challenged and changed the way millions of people around the world think about money.

Prager: Host of national radio show for the last 25 years, author of 10 bestselling books including *Happiness is a Serious Problem*, host of the *Happiness Hour* weekly since 2010, and his Prager University has produced and distributed over 5 billion views, mostly young people, in 91 countries.

Happiness and purpose. Personal finance and entrepreneurship. Success and leadership. These are pillars of the T.W. Lewis Center for Personal Development at Barrett, the Honors College at Arizona State University. The Lewis Center exists to prepare students for the challenges and opportunities of life. Its Executive Director, Ann Atkinson, will host and moderate this special program.

The program will also include a special conversation with Tom and Jan Lewis, of the T.W. Lewis Foundation:

A Conversation on Hope, by Tom and Jan Lewis.

Open to the public. Family-friendly program. Save the date. Tickets available soon. Register to be notified of pre-sale tickets.

Exhibit 7.3

Deans Update Agenda

The Lewis Center Presents: Health, Wealth, and Happiness												
	150 # VIP Reception Tickets	250 \$ VIP Tickets	\$	37,500		Student tickets (% of total):			19%			
								60%	80%	100%		
15%	364 # Orchestra VIP	75 \$ Orchestra	\$	22,168		68 \$	3,079	\$	4,105	\$	5,132	
35%	882 # A Tickets	50 \$ A Tickets	\$	35,811		166 \$	4,974	\$	6,632	\$	8,289	
17%	426 # B Tickets	40 \$ B Tickets	\$	13,837		80 \$	1,922	\$	2,562	\$	3,203	
12%	306 # C Tickets	35 \$ C Tickets	\$	8,697		58 \$	1,208	\$	1,611	\$	2,013	
27%	682 # D Tickets	30 \$ D Tickets	\$	16,614		128 \$	2,308	\$	3,077	\$	3,846	
1%	30 ASU Gammage Comp	0	\$	-		500 \$	13,491	\$	17,987	\$	22,484	
	2660		\$	97,127	\$ 36.51	Avg ticket \$, excluding VIP	300		400		500	# of free student tickets
				VIP Reception Cost	50							
Attendance (% of Capacity)												
	60%	80%	100%	Expenses								
				20,000	Gammage fee (security, rental, police/parking)							
<i>total tickets</i>	1578	2104	2630									
<i>student tickets</i>	300	400	500									
	\$ 58,276	\$ 77,702	\$ 97,127		General admission ticket sales							
	\$ (13,491)	\$ (17,987)	\$ (22,484)		Less value of free student tickets							
	\$ 22,500	\$ 30,000	\$ 37,500		VIP reception ticket sales							
				7,500	VIP reception cost							
				3,000	Stage setup rentals - BRIGHT Rentals							
				30,500								
	\$ 67,286	\$ 89,714	\$ 112,143		less expenses							
	30,500	30,500	30,500									
	\$ 36,786	\$ 59,214	\$ 81,643		FORECASTED GROSS PROFIT FROM TICKET SALES							
	\$ 3,127	\$ 5,033	\$ 6,940		8.5% ASU ASC Fee							
	\$ 1,104	\$ 1,776	\$ 2,449		3% Credit Card Fee							
	<u>\$ 2,980</u>	<u>\$ 4,796</u>	<u>\$ 6,613</u>		<u>8.1% Sales Tax</u>							
	\$ 29,576	\$ 47,608	\$ 65,641		FORECASTED NET PROFIT FROM TICKET SALES							

As noted in exhibit 7.3, Ms. Atkinson's draft budget forecasted a net profit for the center between \$29,576 and \$65,641, depending on their ability to fill the auditorium. The budget was based on her assumption that only a small percentage of tickets would be used by students attending free of charge, perhaps 300-500 of the total capacity of 3,000.

In early January, Ms. Atkinson reached out to Barrett's communications staff as well as the speakers' organizations to ask that they begin promoting the February program, using the materials she had prepared. She also had another meeting with the deans, in which she informed them that Charlie Kirk had been added to the speaker lineup and that his inclusion could be perceived as controversial. In response, Dean Williams asked her to pause her internal and external outreach while she consulted the provost's office both for their awareness and to get the benefit of their expertise on handling outreach and publicity in these situations. **(See Exhibit 8.)**

Exhibit 8.1

From: [Tara Williams](#)
To: [Ann Atkinson](#)
Cc: [Kristen Hermann](#)
Subject: RE: Publicity for Health, Wealth & Happiness event
Date: Wednesday, January 18, 2023 5:12:12 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image005.png](#)
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[image018.png](#)
[image019.png](#)
[image020.png](#)
[image021.png](#)
[image022.png](#)
[image023.png](#)

Hi Ann,

Thanks for this reminder. We aren't considering a disqualification in this case; we're making sure that we're coordinating & communicating with central ASU.

I also saw your other note, but don't have any updates yet. When I do, I'll be in touch—and, of course, I'd be happy to schedule time to discuss in more detail.

Hope this evening's event goes well!
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Wednesday, January 18, 2023 9:55 AM
To: Tara Williams <Tara.Williams@asu.edu>
Cc: Kristen Hermann <knielsen@asu.edu>
Subject: RE: Publicity for Health, Wealth & Happiness event

Hi Tara,

I just want to bring to your attention that part of our donor agreement with Tom states that "In no event will any speakers be disqualified after they are selected" which means that if any speaker is uninvited or cancelled, Tom has the right to terminate the entire donor agreement with Barrett. While Charlie Kirk will have a small role in the Health, Wealth and Happiness program, he is Tom's invited guest. I just want you to be aware of this. Provost Gonzales should be aware as well.

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development

Exhibit 8.2



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<https://barretthonors.asu.edu/>



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[RSVP to Lewis Center events here!](#)

From: Tara Williams <Tara.Williams@asu.edu>

Sent: Wednesday, January 18, 2023 8:59 AM

To: Ann Atkinson <AnnAtkinson@asu.edu>

Cc: Nicole Greason <Nicole.Greason@asu.edu>; Christopher Cardona <Chris.Cardona@asu.edu>;
Kristen Hermann <knielsen@asu.edu>

Subject: Publicity for Health, Wealth & Happiness event

Hi Ann,

Thanks for previewing the exciting spring lineup of Lewis Center speakers in our meeting yesterday! I appreciate all of the work that's gone into the planning for this semester's schedule already, and I also appreciate your heads up that the new addition to the "Health, Wealth & Happiness" event may be perceived as controversial. Given that, I'd like to connect with the Provost's office—first, because we want to bring them into the loop so that ASU leadership is aware of the event and, second, because they may have some expert guidance to share on how we handle outreach/publicity/media. I've reached out to them and I'll let you know when I've heard back.

With the event scheduled for Feb 8, I recognize that timing is critical & I'll follow up as quickly as I can. In the interim, let's pause our internal and external outreach efforts. I've copied Chris, Nicole, and Kristen so that they are aware of how we're proceeding; if any of you have questions or want to touch base, please let me know.

All best,
Tara

Tara Williams
Dean and Professor of English
(she/her/hers)
The logo for ASU Barrett The Honors College, featuring the ASU logo and the text "Barrett The Honors College".
Arizona State University
P.O. Box 871612 | Tempe, AZ 85287
Ph: 480-727-xxxx | email@asu.edu
<https://barretthonors.asu.edu/>



The dean and the provost discussed how best to proceed to plan for any possible disruptions or controversies. Accordingly, the next day, the dean emailed Ms. Atkinson to confirm she had communicated with the provost and that they were ready to address plans to publicize the event. (See Exhibit 9.) The resulting activity involved promoting the event to students consistent with how other events in the Lewis Center Speaker Series were promoted.

Exhibit 9.1

From: [Tara Williams](#)
To: [Ann Atkinson](#)
Cc: [Nicole Greason](#); [Christopher Cardona](#); [Kristen Hermann](#)
Subject: RE: Publicity for Health, Wealth & Happiness event
Date: Thursday, January 19, 2023 5:26:46 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Good evening, everyone—

I've heard back from the Provost, and we're ready to put together our outreach & publicity plan. I'll ask Kimberly to help us schedule a time to meet ASAP.

Thanks again,
Tara

From: Tara Williams
Sent: Thursday, January 19, 2023 4:08 PM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Cc: 'Nicole Greason' <Nicole.Greason@asu.edu>; 'Christopher Cardona' <Chris.Cardona@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Publicity for Health, Wealth & Happiness event

Hello again, all—

A quick update: I've connected with the Provost & her team will get back to us with any ideas or guidance as soon as they're able. For now, we're still in a holding pattern on our outreach and publicity.

Thanks for your patience,
Tara

From: Tara Williams
Sent: Wednesday, January 18, 2023 8:59 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Cc: Nicole Greason <Nicole.Greason@asu.edu>; Christopher Cardona <Chris.Cardona@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: Publicity for Health, Wealth & Happiness event

Hi Ann,

Thanks for previewing the exciting spring lineup of Lewis Center speakers in our meeting yesterday! I appreciate all of the work that's gone into the planning for this semester's schedule already, and I

Exhibit 9.2

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With the event scheduled for Feb 8, I recognize that timing is critical & I’ll follow up as quickly as I can. In the interim, let’s pause our internal and external outreach efforts. I’ve copied Chris, Nicole, and Kristen so that they are aware of how we’re proceeding; if any of you have questions or want to touch base, please let me know.

All best,
Tara

Tara Williams

Dean and Professor of English
(she/her/hers)

ASU Barrett
The Honors College

Arizona State University

P.O. Box 871612 | Tempe, AZ 85287

Ph: 480-727-xxxx | email@asu.edu

<https://barrethonors.asu.edu/>



The event was publicized through the “Honors Digest,” an email newsletter sent twice weekly to all 6,500 Barrett students. It also was in the Downtown Bulletin on Feb. 6, was posted on digital display video screens in the building and was advertised on Barrett campus Instagram accounts beginning on Jan. 30, 2023. The event also was supported by paid Google advertising from Jan. 23 to Feb. 8, which received a total of 1,057,749 impressions and generated 4,215 clicks. Ms. Atkinson also arranged for radio spots promoting the program on a talk radio station, with additional funding from a donor.

Exhibit 10

Health Wealth & Happiness Event Flyer



The Lewis Center Presents:

Health, Wealth & Happiness

ASU Gammage Auditorium

Wednesday, February 8, 2023
1200 S Forest Ave, Tempe, AZ

7:00 - 9:00 p.m.

Join us at Arizona State University for a premier speaker program. This special event will feature an enlightening panel discussion with Dr. Radha Gopalan, Robert Kiyosaki and Dennis Prager, as they discuss and pose solutions to the human pursuit of health, wealth, and happiness.





Dr. Radha Gopalan Robert Kiyosaki Dennis Prager



The program will also include remarks by:

Tom Lewis and **Charlie Kirk**

on human enlightenment

Scan here to register




Tom Lewis Charlie Kirk

ASU T.W. Lewis Center
for Personal Development
Arizona State University

Barrett, The Honors College

Exhibit 11

Health Wealth & Happiness IG Story, Feb. 8, 2023



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Dr. Radha Gopalan Robert Kiyosaki Dennis Prager




Tom Lewis Charlie Kirk

The program will also include remarks by:

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ASU T.W. Lewis Center
for Personal Development
Arizona State University

Barrett, The Honors College

The event was also promoted with the larger ASU community prior to the event in a Jan. 30 story in ASU News, a regular publication which reaches more than 40,000 people.

Exhibit 12

<https://news.asu.edu/20230130-health-wealth-and-happiness-focus-event-presented-tw-lewis-center-asu-feb-8>

**ASU News**
[Explore](#) [Expert Q&A](#) [Video series](#) [Magazine](#) [Books and essays](#)


Health, wealth and happiness focus of event presented by ASU on Feb. 8

[Twitter](#) [Facebook](#) [LinkedIn](#)

January 30, 2023

Health, wealth and happiness — perhaps three of the most sought-after yet elusive attributes of a satisfying life.

An upcoming program presented by the [T.W. Lewis Center for Personal Development](#) at Arizona State University will focus on these attributes and propose ways to achieve them.



From left to right: Dr. Radha Gopalan, Robert Kiyosaki and Dennis Prager will be the featured speakers at the Health, Wealth & Happiness event presented by the T.W. Lewis Center for Personal Development at ASU.

[Download Full Image](#)

"Health, Wealth & Happiness," featuring a panel including Dr. Radha Gopalan, Robert Kiyosaki and Dennis Prager, will take place from 7 to 9 p.m. on Wednesday, Feb. 8, at the ASU Gammage Auditorium, located at 1200 S. Forest Ave. in Tempe.

Gopalan, a board-certified heart transplant cardiologist and expert in Western and Eastern medicine whose approach to health and wellness centers care around one's spirit and personality as opposed to a symptom-centered method, will share his perspective on health.

Kiyosaki, author of bestselling books (including New York Times No. 1 bestseller "Rich Dad Poor Dad"), entrepreneur, investor and educator who has challenged and changed the way millions of people around the world think about money, will speak about wealth.

Prager, host of a national radio show for the last 25 years, author of 10 bestselling books (including "Happiness is a Serious Problem"), host of the "Happiness Hour" weekly and founder of online Prager University, which has more than 5 billion views (mostly among young people) in 91 countries, will share his insights on happiness.

Both Gopalan and Kiyosaki are past Lewis Center speakers.

Tickets are free for university, college and high school students and may be obtained on the day of the event at the Gammage Box Office. Each student will receive one ticket when they present their student identification.

General admission tickets range from \$20–50 and VIP tickets are \$250, which include a reception with the speakers from 5:30 to 6:45 p.m. the day of the event on the promenade at Gammage Auditorium. Tickets are available [online](#). In addition to the reception, VIP ticketholders get early access to the venue and parking, as well as front row seating. Proceeds from ticket sales will support the [Lewis Center](#).

The Lewis Center, housed in Barrett, The Honors College at ASU, hosts over 30 speaker programs and 30 workshops per year, but until now they have only been available to Barrett Honors College students, said Ann Atkinson, Lewis Center executive director.

"This unprecedented event is a Lewis Center speaker program, but on a bigger stage so the public can benefit from the extraordinary combination of these thought-provoking speakers," she said.

"This program will bring some of the nation's thought leaders and subject matter experts together to discuss and dissect the important topics of health, wealth and happiness."

The Lewis Center was established in 2019 with the goal of preparing students for the challenges and opportunities of life. The center's pillars are happiness and purpose, personal finance and entrepreneurship, and success and leadership.

To accomplish its objectives, the Lewis Center provides innovative courses, workshops and a speaker series focused on self-awareness (behaviors, values, strengths), personal values and character development, leadership and entrepreneurship, decision-making and risk-taking, career planning, success, and happiness. Many of the center's speaker programs, workshops and honors courses address personal finance, happiness and wellness.

Ms. Atkinson has raised concerns that the marketing through physical posters, on Barrett Honors College’s digital display screens, and on Instagram did not continue up to the day of the Health, Wealth & Happiness event. ASU found that there was a direction from Barrett to discontinue the Health, Wealth & Happiness event’s in-college digital screen marketing. However, the digital screens are used to promote hundreds of events to Barrett students. It is normal practice to rotate out events after they have received exposure on that platform. As for the Barrett Honors College’s Instagram account ASU’s review did find that Barrett Honors College’s leadership, given the rising tensions, could have been more clear in their communications to Ms. Atkinson about marketing decisions and available financial resources to support such efforts, which could have eliminated unnecessary confusion and a misconception that advertising for the event was being suppressed.

Pre-event reaction

As promotional activities took place, awareness about the event grew, and the scheduled speakers also responded to Ms. Atkinson’s request that they promote the event through their own channels. One such post, by Kiyosaki, particularly caught the attention of some Barrett faculty.

In that post, Mr. Kiyosaki said nothing of what Ms. Atkinson said the event would be about — “posing solutions to the human pursuit of health, wealth, and happiness.” Rather, Mr. Kiyosaki’s post suggested that the event would be targeted at individuals who were “sick, tired and disgusted with education in schools,” as noted in Exhibit 13.

Exhibit 13

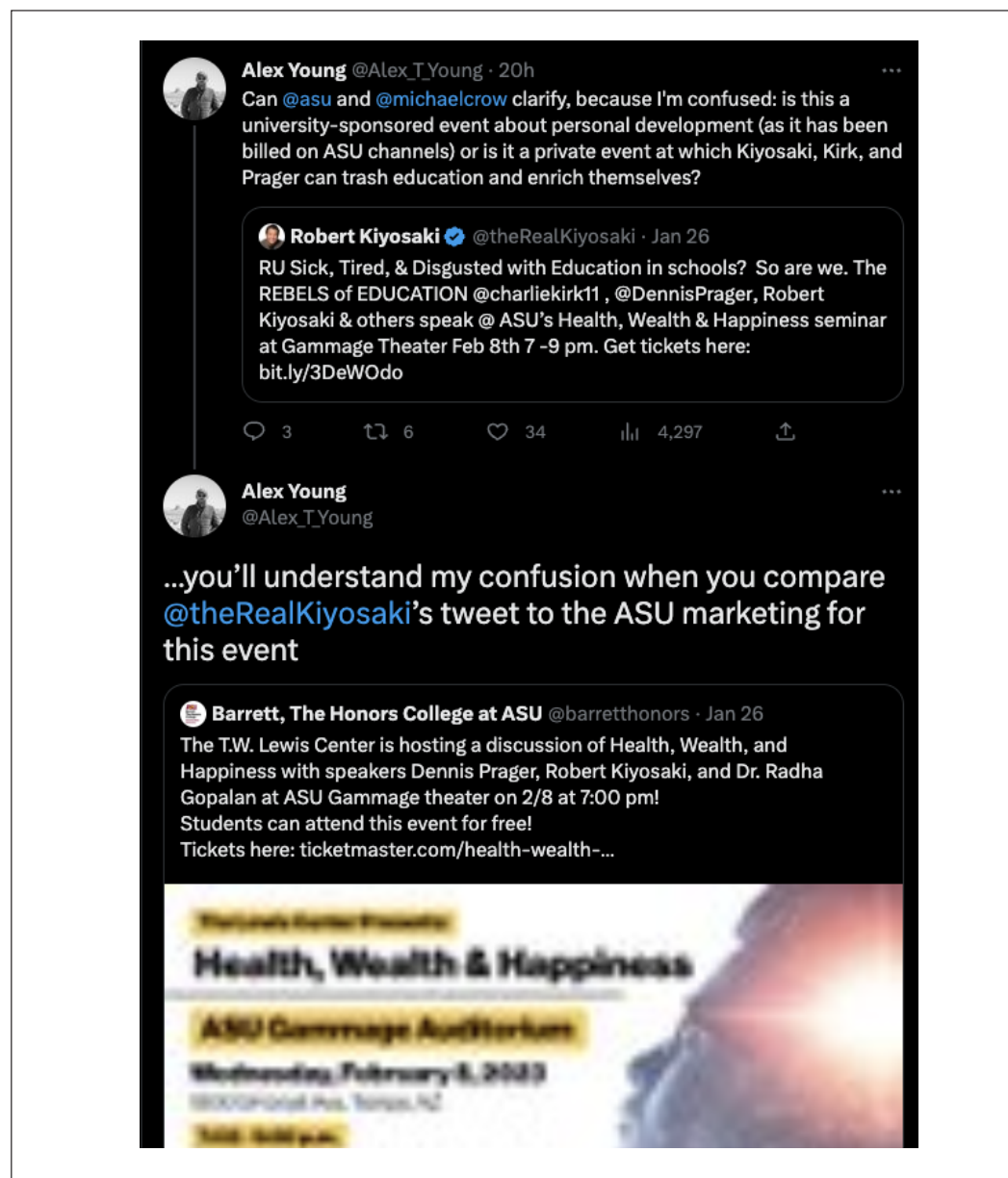
Tweet by Robert Kiyosaki



A Barrett faculty member, using a personal social media account described as expressing only his own views, noted that Mr. Kiyosaki's description of the event seemed inconsistent with the theme of personal development described in Barrett materials. Tagging ASU's institutional account, the faculty member asked whether this was a university-sponsored or private event. (See Exhibit 14.)

Exhibit 14

Tweet by Barrett faculty member



There is no dispute about the fact that many Barrett faculty had a negative view of the invited speakers and were unhappy about the college's association with the event. Barrett faculty were not reluctant to exercise their own freedom of speech in expressing their displeasure, and more than 30 of them did in a letter to the dean, to whom they report. (See Exhibit 15.) Barrett also received comments from students, families and community members expressing their views about the event.

Exhibit 15.1

Barrett Faculty Letter

Letter from Barrett faculty concerning the TW Lewis Center event "Health, Wealth, and Happiness"

February 1, 2023

Dear Dean Williams,

We, the undersigned Barrett faculty, write to condemn the "Health, Wealth, and Happiness" event the TW Lewis Center for Personal Development is scheduled to host on February 8th, 2023, and to express a vote of no confidence in the leadership of the Lewis Center. We do not take this position lightly, as all of us believe Barrett should be a place where our students encounter a broad diversity of voices and viewpoints. This event marks the culmination of a long history of choices made by the leadership of the Lewis Center, the sum of which demonstrate a vision for the center that runs contrary to the core values of the Barrett community.

While we applaud and support the work our faculty colleagues have performed in developing the Lewis Center's academic curriculum (often in spite of the Lewis Center leadership's efforts to curtail their academic freedom), our concerns about the intellectual value of Lewis Center's public programming are long standing. We have objected to speakers brought to campus to promote topics ranging from demonstrably fraudulent "[speed reading](#)" methods to anti-scientific claims about affective medicine that do not reflect the commitment to critical thinking central to Barrett's education mission. Our concerns with the appearance of Robert Kiyosaki, [whose key claims in his bestselling book have been widely debunked](#) and [whose public speaking engagements on wealth generation have been exposed as sales schemes](#), at the 2/8 event are in this vein.

Our objections to two of the scheduled speakers at the "Health, Wealth and Happiness" event, however, exceed those previous worries by an order of magnitude. Dennis Prager and Charlie Kirk are purveyors of hate who have publicly attacked women, people of color, the LGBTQ community, as well as the institutions of our democracy, including our public institutions of higher education. By platforming and legitimating their extreme anti-intellectual and anti-democratic views, Barrett will not be furthering the cause of democratic exchange at ASU, but undermining it in ways that could further marginalize the most vulnerable members of our community.

While their national media profiles are familiar to most, beneath our signatures we have compiled some of Prager and Kirk's most recent bigoted and anti-democratic public positions. Rather than rehearse those positions at length, we would like to pose several questions regarding the choice to host these speakers:

- How are Barrett faculty meant to impress upon our students the value of an honors education when Barrett is promoting an event by the authors of [If You Want to Be Rich and Happy, Don't Go To School](#) and [The College Scam](#), who are [advertising this event](#), ostensibly focused on personal development, as a chance for them to further their anti-intellectual agenda?
- What kind of impression does it give our BIPOC students and potential students to see that during Black History Month Barrett is hosting two white nationalist provocateurs who have
- [decied the social prohibition on using the n-word](#) and [called for the cancellation of Black History Month](#)?
- How are Barrett faculty to provide a welcoming community for our LGBTQ students when we are hosting

Exhibit 15.2

Barrett Faculty Letter

speakers who regularly employ [anti-trans slurs](#) on air and have suggested that gay people are i [ncapable of thinking “as a person”](#)?

- How can Barrett claim to prepare students for democratic citizenship when we are inviting speakers who regularly attack our democracy, [promoting “the big lie”](#) about the 2020 election, and, in the case of Kirk, [pleading the fifth](#) when questioned by congress about his role organizing the January Sixth Insurrection?

We hope to hear from you soon regarding this urgently important matter. Our collective efforts to promote Barrett as a home for inclusive excellence demand that we distance ourselves from the hate that these provocateurs hope to legitimate by attaching themselves to Barrett’s name.

Sincerely,

Abby Loebenberg

Abby Wheatley

Adam Rigoni

Alex Young

April Miller

Benjamin Fong

Christiane Fontinha de Alcantara

Dagmar Van Engen

David Agruss

Don Fette

Elizabeth Meloy

Gabriella Soto

Georgette Briggs

Irina Levin

Jacque Scott

Jennifer Brian

John Lynch

Joseph Foy

Exhibit 15.3

Barrett Faculty Letter

Joseph O'Neil

Laura Jakubczak

Laurie Stoff

Lisa Barca

Mathew Sandoval

Matthew Voorhees

Michael Ostling

Mina Suk

Nilanjana Bhattacharjya

Peter Schmidt

Phillip Cortes

Rachel Fedock

Rebecca Soares

Robert Mack

Sarah Graff

Taylor Hines

Resources and Links

[Dennis Prager](#):

On racial justice:

- [“If you see the entire video \[George Floyd\] is sort of hysterical from the beginning of his encounter with the police who were completely decent with him. He says he can't breathe, he can't breathe before they touch him.”](#)
- [“BLM is a despicable, fascist group...It's the most racist organization in the country outside of the Ku Klux Klan.”](#)
- [“The left has made it impossible to say the N-word any longer. That's disgusting, it's a farce. It's the only word that you can't say in the English language.”](#)

On the LGBTQ Community:

Exhibit 15.4

Barrett Faculty Letter

- [YouTube removed anti-trans PragerU videos for violating hate speech policies](#)
- [“We have standards in the U.S. military. You shouldn't be serving there as a transgender person”](#)

On women's rights:

- [“Along with wanting a man, the vast majority of women wanted to marry... Yet, the Left has successfully undone that part of women's nature, too.”](#)

On democracy:

- [“January 6 is a smokescreen like the Nazis used the Reichstag fire. That's all it is.”](#)
- [“It's a republic if you can keep it. I'm not sure that we can keep it. And yes, so there might be secession. It's very sad if it would happen but, personally, I would live in a state governed by Judeo-Christian values versus one governed by left-wing values. And in a hundred years, let's see who prospers.”](#)
- [“There is no doubt in my mind there was cheating \[in the 2020 election\]. I have no proof”](#)

On public health:

- [“The more young people that get COVID the better it is for them and society”](#)
- [“Your doctor knows nothing about COVID... If your doctor thinks ivermectin is dangerous, change your doctor”](#)
- [Heterosexual AIDS Is An “Entirely Manufactured” Myth](#)

[Charlie Kirk:](#)

On racial justice:

- [“I don't believe Black History Month is worth the kind of full month that it is, at all”](#)
- [“\[T\]here is a deliberate and venomous anti-white campaign in our country”](#)
- [“British colonialism was the most benign global empire ever.”](#)

On the LGBTQ Community:

- [“Monogamous heterosexual marriage should be a prerequisite to adoption”](#)
- [“\[T\]hey want a drag queen to get attacked and they want to make a huge amount of hay of it and they want to create summer 2020 again off of a drag queen or a trans person or something like this.”](#)
- [“The transgender movement is an introductory phase to get you to strip yourself of your humanity to mesh with machines”](#)

On women's rights:

- [Turning Point USA conference for young women leaders suggests their role is to get married and have babies](#)

On democracy:

Exhibit 15.5
Barrett Faculty Letter

- [“I think that there needs to be a new \[2022\] election \[in Arizona\].”](#)
- [“There is no separation of church and state. It's a fabrication. It's a fiction.”](#)
- [Charlie Kirk Pleads the 5th When Asked His Age by January 6th Committee](#)

On public health:

- [Charlie Kirk's pro-Trump youth group stokes vaccine resistance as covid surges again](#)

On higher education in America:

- [Meet Charlie Kirk, The “Boy Wonder” Trump Ally Behind A Poorly Sourced McCarthy-Like Watchlist Of Professors](#)

As the controversy escalated in the days before the event, ASU faculty began receiving email threats and were added to the Professor Watchlist, a project of Charlie Kirk's organization, Turning Point USA, that describes its mission as “exposing and documenting college professors who discriminate against conservative students and advance leftist propaganda in the classroom.” The stated basis for including Barrett faculty on the Watchlist was that they had signed the letter to the dean.

Concern about the chilling effects of the Watchlist, especially to the extent it would encourage individualized harassment, spread through the faculty, some of whom asked to be added to the Watchlist in solidarity. Ms. Atkinson objected to opinions expressed by faculty members and to the faculty letter, which she characterized as harassing her personally.

Barrett faculty spoke out on social media about harassment they had experienced, asking for support for their right to raise concerns regarding the event. Faculty also asked that the university investigate how the letter, which they sent to the dean, became public. After review, ASU's Enterprise Technology Office was unable to determine who had made the letter public.

Social media commentary ranged widely in both topic and perspective, debating the event itself, the speakers selected, and the appropriateness of the faculty members' opposition. Others sought to distinguish between


criticizing the event and whether the event should take place. For example, in a story published by the student-run State Press, ASU faculty in a statement said, “The intention of the protest and petition was not to “cancel” or “boycott” the event.” They added that “We believe strongly in freedom of speech, and believe we have every right to weigh in on what kind of public events our own college sponsors.”

Believing that the event speakers would use their time to criticize higher education, as Mr. Kiyosaki’s social media posts had projected, some Barrett faculty scheduled their own discussion on that topic, scheduled earlier in the day to permit people to attend both events, as noted in Exhibit 16.

Exhibit 16

Barrett Honors College faculty announcement

Barrett Honors College Teach-In announcement



**Defending the Public University:
A Response to Turning Point USA and PragerU**

Teach In and Discussion
5-6:15pm, Vista Theatre
Wednesday, February 8

ASU Barrett
The Honors College
Arizona State University

FEATURING:

Concerned Barrett faculty, students, and other community members gathering in defense of the public university and an inclusive honors education

As tensions escalated, ASU leadership remained committed to making sure the event occurred. Dean Williams reached out to Ms. Atkinson to confirm that it had not been postponed or canceled. **(See Exhibit 17.)** The dean discouraged Ms. Atkinson from canceling the event, as Ms. Atkinson had suggested, instead reminding her that if she did not believe she could successfully hold the event, postponing would be a better possibility.

Barrett also considered how best to balance promotion of the event with the increasing tensions. Barrett adjusted its promotional strategy in light of the fact that the controversy and related media articles and social media posts had already created strong awareness among potential attendees. Given the high level of public information and discussion, they concluded that additional or continued digital or social media posts were likely to inflame the situation more without adding to the potential audience for the event. Barrett therefore rotated the event postings out of the digital board system a few days before the event.

Exhibit 17

From: [Tara Williams](#)
To: [Ann Atkinson](#)
Subject: Re: TWLC event status
Date: Saturday, February 4, 2023 10:58:19 AM

Thanks for the quick reply!

Tara

On Feb 4, 2023, at 10:57 AM, Ann Atkinson <AnnAtkinson@asu.edu> wrote:

Hi Tara,
No trouble at all. I have not heard those rumors and we are proceeding with the event.
Thank you,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development
Barrett, the Honors College
Arizona State University
direct: 480.727.5926

From: Tara Williams <Tara.Williams@asu.edu>
Sent: Saturday, February 4, 2023 10:56:07 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Subject: TWLC event status

Hi Ann,

Sorry to bother you on the weekend. Are you aware of any rumors about the event being cancelled? The president's office reached out to ask me about that and I confirmed that we are still moving forward.

Tara

ASU administration issued a media statement for external audiences affirming ASU's commitment to free speech. Similar messages were conveyed internally by the Barrett administration. Jenny Brian, Faculty Chair and Honors Faculty Fellow at Barrett, reached out to her fellow faculty to remind them "please do be careful to avoid pressuring your students regarding any attendance at the event, for or against."

Dean Williams also sent all faculty and staff a message affirming the university's commitment to free speech and providing information about available support and security resources for both those who had concerns regarding the event and those who wished to participate in it, as noted in Exhibit 18.1.

Exhibit 18.1

From: [Tara Williams](#)
To: [DL.ORG.BHC](#)
Cc: [Kristen Hermann](#)
Subject: Resources and information
Date: Monday, February 6, 2023 7:22:02 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Dear Barrett faculty and staff,

As many of you already know, a TW Lewis Center event on "Health, Wealth, and Happiness" will take place on Feb 8th. ASU has a strong commitment to free speech, and also to providing support and resources for students, faculty, and staff. We have heard concerns from Barrett community members about this event, and we wanted to share details on those resources and support as well as other work underway.

The college is engaging with Barrett student organizations and meeting individually with students who need support or wish to share ideas. Dawn Rendell is the best contact for any students you'd like to refer. For students who wish to seek support outside of Barrett, our colleagues in the ASU Dean of Students office (<https://eoss.asu.edu/dos>) are prepared to help.

Faculty and staff can receive confidential support, consultation or referrals through the Employee Assistance office: <https://cfo.asu.edu/counseling-consultations>. If these resources don't meet your needs, we will work with you to find others.

Any media inquiries should be directed to Nicole Greason, who will work with ASU Media Relations and Strategic Communications to respond to them. If you receive any communications that are concerning, please let us know; if the communications appear threatening, we want to make ASU Police aware.

At the Tempe Barrett complex, the main gate, north gates, and Honors Hall lobby entrance now require a Sun Card to access during weekdays (this was already the case for weekends and evenings). If students do not have their card, they can contact the Honors Hall front desk; if you encounter any issues with your card not working, Christine Fleetwood can address those.

Thank you for all that you do for Barrett students. We invite you to reach out to us at any time with questions or thoughts on this or any other matter relating to our college.

Tara & Kristen

Tara Williams
Dean and Professor of English
(she/her/hers)

ASU Barrett
The Honors College
Arizona State University
P.O. Box 871612 | Tempe, AZ 85287
Ph: 480-727-xxxx | email@asu.edu
<https://barrethonors.asu.edu/>




In the days leading up to the event, Dean Williams continued communications with Ms. Atkinson on security and operational issues to ensure the successful presentation of the event, as noted in Exhibits 18.2 through 18.7.

Exhibit 18.2

From: [Ann Atkinson](#)
To: [Tara Williams](#); [Kristen Hermann](#)
Subject: RE: Draft Meeting Agenda
Date: Wednesday, February 8, 2023 12:53:00 PM
Attachments: [image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image018.png](#)
[image019.png](#)
[image020.png](#)
[image021.png](#)
[image001.png](#)

Great, thank you!

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development

Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>



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[RSVP to Lewis Center events here!](#)

From: Tara Williams <Tara.Williams@asu.edu>
Sent: Wednesday, February 8, 2023 10:48 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Ann,

Thanks for sending these remarks. We were able to go through the free speech section with campus partners this morning; they agreed that including President Crow's quotes was a good approach and there were no suggested additions.

If you have any questions or need any support today, please don't hesitate to reach out to either of us by email or phone. Chief Thompson is also happy to connect with you on any questions about safety and security. Justin Kern (who was among the attendees in the meeting you participated in on Monday) shared his cell phone number if you have any questions for the Situational Response Team: [REDACTED]

Thanks again,
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>

Exhibit 18.3

Sent: Tuesday, February 7, 2023 11:15 PM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Tara and Kristen,

Here is a draft of my opening remarks. As I mentioned, I want to use the opening remarks to highlight the work of the Lewis Center, to subtly acknowledge many of our speakers, donors, alums, and supporters attending the program. This will be a positive opening that should provide encouragement about the work of the Lewis Center. I am sure I will make a few revisions throughout the day tomorrow, but this is in pretty good shape.

Welcome! - to will certainly be an enlightening program on Health, Wealth, and Happiness. The program tonight features a panel discussion with three of our generation's thought leaders and experts in these important areas. Tonight, they will challenge modern thinking about these key topics; health, wealth, and happiness. My name is Ann Atkinson. It is my great honor be a part of the team that planned this event. It is also my great honor to serve as the Executive Director of the TW Lewis Center for Personal Development (the Lewis Center) at Barrett, the Honors College, here at Arizona State University. WHAT IS tonight's program? As you saw in the video, one of the offerings of the Lewis Center – is a speaker series. We host 1 or 2 of these most weeks throughout the semester for Barrett students, on campus, here at Barrett in Tempe. But unlike tonight, those programs come with a dinner buffet and the students do not need to pay for tickets.

Many of you in the audience have previously come to Barrett to share your personal and professional stories at one our Lewis Center Speaker programs. I would like to highlight some of our recent speakers and programs:

- We have hosted a DYNAMITE entrepreneur with a luxury handbag enterprise that taught us how she integrates her handbag business with her non-profit that teaches entrepreneurship to disadvantaged youth.
- We have hosted an executive that shared his journey from meeting the Dali Llama as a boy in India to Building a \$43 Billion Semiconductor Business
- We have hosted speakers from Banner Health, the Mayo Clinic, Barrow Neurological Institute. Honeywell, Tesla, Apple.
- We have hosted scores of entrepreneurs and local business leaders.
- Our hosts include A-list Hollywood talent, Superbowl champions, and Olympians.
- We have also hosted many Barrett alums.
- Lewis Center speaker professions have included global finance, mining, sustainability. A.I, FinTech, MedTech. Law, social media, cyber management. Law enforcement, commercial real estate, business. Public speaking, Neuro-linguistic programming, professional etiquette.
- Program titles have included:
 - The Connection Between Your Spirit and Your Health (you might recognize that as one of our panelists this evening)
 - Curiosity and Adversity – a Mindset for Cultivating success.

Exhibit 18.4

- Hustling for the Greater Good and Closing the Opportunity Gap
- And of course Keep It Super Simple – a Rich Dad Workshop Series for Investors and Entrepreneurs, led by the whole team at Rich Dad and the impressive Rich Dad Advisors.

You learned from the video that Lewis Center programs focus heavily on career success, entrepreneurship, happiness, life skills and personal finance. We work to help Barrett students prepare to thrive in the real world.

These speaker programs often result in internships, mentorships, and jobs...also community and belongingness among peers at Barrett...and real networks with leaders in the real world. Almost all of our speakers keep in contact with Barrett students. I am a Barrett alumna, and had a tremendous experience at Barrett when I came here 20 years ago, but one thing that is really hard to do in any classroom is build a professional network.

In addition to those of you who have volunteered your time to speak to Barrett students, many of you have taught our students skills-based workshops. Thank you. Many of you in the audience have generously donated your hard-earned dollars to support our work at the Lewis Center. Thank you. Others of you in the audience have worked with the Lewis Center to generously donate to fund a half a million dollar endowed scholarship to promote inclusivity at Barrett. This scholarship was designed to help students that might be first generation college students, veterans, transfer students, or otherwise just might need a hand. Thank you. Others of you in the audience bought a ticket tonight, which supports programs like this at the Lewis Center. Thank you.

Tonight's speaker program is a small part of our work. And our hope is that all the attention it has brought to the Lewis Center can shine a light on a small center, with a small staff, that is hopefully working to make a big difference.

Before I introduce our first speaker, there are a few things I would like to say about free speech.

This particular event has brought up public discourse about free speech.

In the words of ASU President Michael Crow, "ASU is committed to free, robust and uninhibited sharing of ideas". President Crow also believes that ASU strives "to provide an environment that fosters the fullest degree of intellectual freedom and free expression."

Now...there are a few expectations for this evening's program. This is a speaker presentation and a learning environment. Tonight, we can all expand our minds as we consider insights from some of our nation's thought leaders on the topics of health, wealth, and happiness.

This is an educational speaker program to be enjoyed much like many of the Broadway shows that take place in this same venue - although unlike the Lion King we do not have elephants that will walk down the aisles, unlike Hamilton, we do not have a rotating stage and clever rhymes, and unlike Frozen the Musical coming later this month, no one tonight has ice powers.

It is time to begin the program.

I am now going to introduce Tom Lewis, who will share a few words.

Tom will introduce Charlie Kirk, who will also share a few words, then I will return to introduce our panel for the evening.

Tom Lewis is the founder of T.W. Lewis Company, a Scottsdale, Arizona based real estate investment company known for its outstanding quality and customer service in the homebuilding industry. In 2002, Tom and his wife, Jan, formed T.W. Lewis Foundation to support higher education, children and families in need, youth character education, and a variety of local and national nonprofits that build community and strengthen America's civil society. In 2015, Tom and Jan created the Lewis Honors College at the University of Kentucky. In 2019, Tom and Jan worked with the ASU Foundation

Exhibit 18.5

and Barrett, the Honors College, to create the T.W. Lewis Center for Personal Development. Tom, Jan; you have positively impacted thousands of lives, including many here at Barrett.

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barrethonors.asu.edu/>



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[RSVP to Lewis Center events here!](#)

From: Tara Williams <Tara.Williams@asu.edu>
Sent: Tuesday, February 7, 2023 4:56 PM
To: Ann Atkinson <AnnAtkinson@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Ann,

If you haven't been able to connect with Justin yet, please go ahead & send us by 9am tomorrow whatever you drafted in response to our original request. We'll aim to get you some feedback very soon after that so you can incorporate it into your script for the evening.

Thanks,
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Monday, February 6, 2023 4:33 PM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Tara,
Yes, I was glad to join a security call today and collaborate with our partners.
I have not heard from Justin so do not have an opening script to send. He can call or email me.
Thanks,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development

Exhibit 18.6



Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>



-

[RSVP to Lewis Center events here!](#)

From: Tara Williams <Tara.Williams@asu.edu>
Sent: Monday, February 6, 2023 4:31 PM
To: Ann Atkinson <AnnAtkinson@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Ann,

Following up on a couple of items. First, we've confirmed that Gammage will be able to send over some tickets for our campus partners who need them, so no need to forward any other names for tickets to be held at Will Call; you can check that item off of your list.

Second, it sounds like you were able to connect with Justin and some of the other folks working on security today. If there's anything you still feel is unclear or unanswered on that front, please let us know. I hope Justin was also able to help with the opening section of the script—would you please send that draft to us before 9:30am tomorrow?

Thanks,
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Monday, February 6, 2023 9:49 AM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: Draft Meeting Agenda

Good morning Tara and Kristen,

Below are the agenda items that I would like to discuss in our meeting later this morning, after we first address anything you would like to discuss.

1. Barrett faculty letter. So many alleged versions of this letter are circulating in the media. This letter targets Lewis Center leadership, attacks speakers invited to Barrett, and condemns a Lewis Center program. I am asking you to reconsider the decision not to share the letter with me. I need accurate information in order to be able to fulfill my duties as the Executive Director of the Lewis Center, which includes supporting and serving the Lewis Center and its team. I respectfully ask you to reconsider.

Exhibit 18.7

2. Security. This is my top priority and I am hopeful we will have a clear plan in cooperation with ASU PD by the end of the day today. I would appreciate anything you can do to support this and help be prepared for the worst.
3. Actions by Barrett Faculty. Members of the Barrett faculty continue to publicly condemn this program, its speakers, and the leadership of the Lewis Center. What is Barrett going to do to support the Lewis Center in the wake of these very public attacks?
4. Tickets. I am still happy to provide complimentary tickets for the ASU leadership guests Tara mentioned when we met last week. We are working to have all box office requests handled today. I already took care of your ticket, Tara. If you send me the names of the others you would like to invite, then I will be happy to take care of this. Otherwise, anyone can come to the event with the purchase of a ticket. Kristen, please let me know if you would like any ticket accommodations.
5. Event flow. Here is the event flow for the evening:

5:15 Speakers arrive, entering through the Stage Door on the east side of the building.
5:15 Sound Check, lapel mics for speakers.
5:30 Doors to Gammage foyer open to the public, Gammage theater remains secure. VIP reception begins on Gammage Promenade (2nd floor balcony).
Gammage staff to continue directing and escorting VIP guests to reception
5:45 Gammage team escort Ann & speakers to VIP reception
6:40 Speakers escorted to stage for group photo with invited students
6:45 Gammage team escort Ann & Speakers backstage
7:00 Video introduction of the Lewis Center (this [video](#))
7:05 Ann takes stage at lectern, opens event
7:10 Tom Lewis speaks at lectern
7:25 Charlie Kirk speaks at lectern
7:40 Ann speaks at lectern, introduces panel speakers, speakers come out together, panel begins
8:55 Panel concludes, Ann Atkinson closing remarks
9:00 Audience dismissed. Speakers and their families return backstage.
10:00 All clear

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>



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Dean Williams and Gammage staff also coordinated with Ms. Atkinson to ensure that plans were made for the security of the speakers and the attendees and for handling possible disruptions. The dean met with Ms. Atkinson to help her develop a plan, in her capacity as event moderator, to maintain the focus of the event. That included advising Ms. Atkinson to prepare introductory remarks in which she would include information about the focus of the event and remind attendees of ASU's commitment to free speech and to an educational and informative event. The dean reviewed Ms. Atkinson's draft and endorsed it with no changes. (See Exhibit 19.)

Exhibit 19.1

From: [Tara Williams](#)
To: [Ann Atkinson](#); [Kristen Hermann](#)
Subject: RE: Draft Meeting Agenda
Date: Wednesday, February 8, 2023 10:47:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)

Hi Ann,

Thanks for sending these remarks. We were able to go through the free speech section with campus partners this morning; they agreed that including President Crow's quotes was a good approach and there were no suggested additions.

If you have any questions or need any support today, please don't hesitate to reach out to either of us by email or phone. Chief Thompson is also happy to connect with you on any questions about safety and security. Justin Kern (who was among the attendees in the meeting you participated in on Monday) shared his cell phone number if you have any questions for the Situational Response Team: [REDACTED]

Thanks again,
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Tuesday, February 7, 2023 11:15 PM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: RE: Draft Meeting Agenda

Hi Tara and Kristen,

Here is a draft of my opening remarks. As I mentioned, I want to use the opening remarks to highlight the work of the Lewis Center, to subtly acknowledge many of our speakers, donors, alums, and supporters attending the program. This will be a positive opening that should provide encouragement about the work of the Lewis Center. I am sure I will make a few revisions throughout the day tomorrow, but this is in pretty good shape.

Welcome! - to will certainly be an enlightening program on Health, Wealth, and Happiness. The program tonight features a panel discussion with three of our generation's thought leaders and experts in these important areas. Tonight, they will challenge modern thinking about these key topics; health, wealth, and happiness.

My name is Ann Atkinson. It is my great honor be a part of the team that planned this event. It is also my great honor to serve as the Executive Director of the TW Lewis Center for Personal Development (the Lewis Center) at Barrett, the Honors College, here at Arizona State University.

Exhibit 19.2

WHAT IS tonight's program? As you saw in the video, one of the offerings of the Lewis Center – is a speaker series. We host 1 or 2 of these most weeks throughout the semester for Barrett students, on campus, here at Barrett in Tempe. But unlike tonight, those programs come with a dinner buffet and the students do not need to pay for tickets.

Many of you in the audience have previously come to Barrett to share your personal and professional stories at one of our Lewis Center Speaker programs. I would like to highlight some of our recent speakers and programs:

- We have hosted a DYNAMITE entrepreneur with a luxury handbag enterprise that taught us how she integrates her handbag business with her non-profit that teaches entrepreneurship to disadvantaged youth.
- We have hosted an executive that shared his journey from meeting the Dali Llama as a boy in India to Building a \$43 Billion Semiconductor Business
- We have hosted speakers from Banner Health, the Mayo Clinic, Barrow Neurological Institute. Honeywell, Tesla, Apple.
- We have hosted scores of entrepreneurs and local business leaders.
- Our hosts include A-list Hollywood talent, Superbowl champions, and Olympians.
- We have also hosted many Barrett alums.
- Lewis Center speaker professions have included global finance, mining, sustainability. A.I, FinTech, MedTech. Law, social media, cyber management. Law enforcement, commercial real estate, business. Public speaking, Neuro-linguistic programming, professional etiquette.
- Program titles have included:
- The Connection Between Your Spirit and Your Health (you might recognize that as one of our panelists this evening)
- Curiosity and Adversity – a Mindset for Cultivating success.
- Hustling for the Greater Good and Closing the Opportunity Gap
- And of course Keep It Super Simple – a Rich Dad Workshop Series for Investors and Entrepreneurs, led by the whole team at Rich Dad and the impressive Rich Dad Advisors.

You learned from the video that Lewis Center programs focus heavily on career success, entrepreneurship, happiness, life skills and personal finance. We work to help Barrett students prepare to thrive in the real world.

These speaker programs often result in internships, mentorships, and jobs...also community and belongingness among peers at Barrett...and real networks with leaders in the real world. Almost all of our speakers keep in contact with Barrett students. I am a Barrett alumna, and had a tremendous experience at Barrett when I came here 20 years ago, but one thing that is really hard to do in any classroom is build a professional network.

In addition to those of you who have volunteered your time to speak to Barrett students, many of you have taught our students skills-based workshops. Thank you. Many of you in the audience have generously donated your hard-earned dollars to support our work at the Lewis Center. Thank you. Others of you in the audience have worked with the Lewis Center to generously donate to fund a half a million dollar endowed scholarship to promote inclusivity at Barrett. This scholarship was designed to help students that might be first generation college students, veterans, transfer students, or otherwise just might need a hand. Thank you. Others of you in the audience bought a

Exhibit 19.3

ticket tonight, which supports programs like this at the Lewis Center. Thank you.

Tonight's speaker program is a small part of our work. And our hope is that all the attention it has brought to the Lewis Center can shine a light on a small center, with a small staff, that is hopefully working to make a big difference.

Before I introduce our first speaker, there are a few things I would like to say about free speech.

This particular event has brought up public discourse about free speech.

In the words of ASU President Michael Crow, "ASU is committed to free, robust and uninhibited sharing of ideas". President Crow also believes that ASU strives "to provide an environment that fosters the fullest degree of intellectual freedom and free expression."

Now...there are a few expectations for this evening's program. This is a speaker presentation and a learning environment. Tonight, we can all expand our minds as we consider insights from some of our nation's thought leaders on the topics of health, wealth, and happiness.

This is an educational speaker program to be enjoyed much like many of the Broadway shows that take place in this same venue - although unlike the Lion King we do not have elephants that will walk down the aisles, unlike Hamilton, we do not have a rotating stage and clever rhymes, and unlike Frozen the Musical coming later this month, no one tonight has ice powers.

It is time to begin the program.

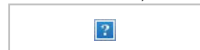
I am now going to introduce Tom Lewis, who will share a few words.

Tom will introduce Charlie Kirk, who will also share a few words, then I will return to introduce our panel for the evening.

Tom Lewis is the founder of T.W. Lewis Company, a Scottsdale, Arizona based real estate investment company known for its outstanding quality and customer service in the homebuilding industry. In 2002, Tom and his wife, Jan, formed T.W. Lewis Foundation to support higher education, children and families in need, youth character education, and a variety of local and national nonprofits that build community and strengthen America's civil society. In 2015, Tom and Jan created the Lewis Honors College at the University of Kentucky. In 2019, Tom and Jan worked with the ASU Foundation and Barrett, the Honors College, to create the T.W. Lewis Center for Personal Development. Tom, Jan; you have positively impacted thousands of lives, including many here at Barrett.

Ann Atkinson

Executive Director, T.W. Lewis Center for Personal Development



P.O. Box 871612 | Tempe, AZ 85287-1612

Ph: 480-727-5926 | annatkinson@asu.edu

<https://barretthonors.asu.edu/>



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RSVP to Lewis Center events here!

From: Tara Williams <Tara.Williams@asu.edu>

Exhibit 19.4

Sent: Tuesday, February 7, 2023 4:56 PM

To: Ann Atkinson <AnnAtkinson@asu.edu>; Kristen Hermann <knielsen@asu.edu>

Subject: RE: Draft Meeting Agenda

Hi Ann,

If you haven't been able to connect with Justin yet, please go ahead & send us by 9am tomorrow whatever you drafted in response to our original request. We'll aim to get you some feedback very soon after that so you can incorporate it into your script for the evening.

Thanks,
Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>

Sent: Monday, February 6, 2023 4:33 PM

To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>

Subject: RE: Draft Meeting Agenda

Hi Tara,

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I have not heard from Justin so do not have an opening script to send. He can call or email me.

Thanks,
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Ann Atkinson

Executive Director, T.W. Lewis Center for Personal Development



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To: Ann Atkinson <AnnAtkinson@asu.edu>; Kristen Hermann <knielsen@asu.edu>

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Hi Ann,

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Exhibit 19.5

tickets to be held at Will Call; you can check that item off of your list.

Second, it sounds like you were able to connect with Justin and some of the other folks working on security today. If there's anything you still feel is unclear or unanswered on that front, please let us know. I hope Justin was also able to help with the opening section of the script—would you please send that draft to us before 9:30am tomorrow?

Thanks,
Tara

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Sent: Monday, February 6, 2023 9:49 AM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
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1. Barrett faculty letter. So many alleged versions of this letter are circulating in the media. This letter targets Lewis Center leadership, attacks speakers invited to Barrett, and condemns a Lewis Center program. I am asking you to reconsider the decision not to share the letter with me. I need accurate information in order to be able to fulfill my duties as the Executive Director of the Lewis Center, which includes supporting and serving the Lewis Center and its team. I respectfully ask you to reconsider.
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Exhibit 19.6

Gammage staff to continue directing and escorting VIP guests to reception

5:45	Gammage team escort Ann & speakers to VIP reception
6:40	Speakers escorted to stage for group photo with invited students
6:45	Gammage team escort Ann & Speakers backstage
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7:05	Ann takes stage at lectern, opens event
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7:40	Ann speaks at lectern, introduces panel speakers, speakers come out together, panel begins
8:55	Panel concludes, Ann Atkinson closing remarks
9:00	Audience dismissed. Speakers and their families return backstage.
10:00	All clear

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development

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P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>

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[RSVP to Lewis Center events here](#)

The university's review also carefully examined the available student statements about the event, the majority of which were anonymously submitted, and student statements provided by Ms. Atkinson. Most of the student statements focused on their own experiences with the center or their opinions about the Feb. 8 program and speakers. Student sentiments on these topics varied, including multiple students who expressed support for the Lewis Center generally while raising concerns about the Feb. 8 event in particular.

Several student statements expressed concern that either a faculty member's social media activity or their signing the letter sent to the dean (and later leaked publicly) could potentially discourage students from attending the event out of concern that faculty who disagreed with the speakers might grade them down for attending.

However, the review did not find statements in which faculty told students not to attend, and multiple faculty members reiterated that they encouraged their students to make their own judgments, including attending the event or doing their own research.

This is consistent generally with Barrett's approach to its core classes, which focus on teaching students to engage substantively with readings that express various perspectives from throughout history and to learn the skills of critical thinking, reasoning and argument.

Faculty conduct in the classroom

Three Barrett faculty were identified by students, via anonymous statements submitted during this review, as having made statements in the classroom that discouraged attending the Lewis Center event.

ASU's review, however, did not find that any of these faculty members told their students not to attend or implied that attending would have any effect on their grade.

One faculty member did not make any statements in class at all.

A second faculty member said they did not initiate a discussion of the event in class. Instead, a student in one of their classes asked about the event, and the faculty member responded that the faculty did not plan the event. The faculty member encouraged students to do their own research if they wanted to learn more, and returned the discussion to course topics.

A third faculty member shared a copy of the letter sent to the dean with students, using an announcement feature incorporated into the web portal for the class. In the message posting the letter, the faculty member stated that they were "an advocate of free speech who firmly believes that universities must allow for the sharing of a wide range of ideas, even controversial ones, amongst faculty students, and other community members." The faculty member noted that they shared these views in order to clarify to their students that they were not involved in planning the event and to share their concerns related to how the speakers were selected, and what they saw as a conflict between the speakers' views about marginalized communities and higher education and the values of ASU and Barrett.

There was no evidence that any of these faculty members graded students based on whether or not they attended the Lewis Center event, or that they suggested they would do so.

To the extent there was any in-class discussion or communication about the event, it appears to have been initiated by student questions in or outside of class. In addition, each of the classes placed a strong emphasis on engaging with written arguments from a variety of perspectives, including how to analyze and respond to them critically, and encouraged student-focused and student-led discussion on class topics.

The event

The Health, Wellness & Happiness event was held on Wednesday, Feb. 8, from 7 to 9 p.m., with an estimated 1,500 attendees in person, a pre-event VIP reception for donors and speakers, and more than 24,000 attendees online.

Based on ticketing records, at least 458 students received free tickets to attend the event. A few individuals stood outside the venue with signs, and one person held a sign inside, but there were no disturbances or disruptions. Ms. Atkinson described this event as a “resounding success,” and she was able to raise approximately \$7,500 to fund Lewis Center programs and activities.

Prior to the event, Ms. Atkinson delivered a short statement about the Lewis Center and its speaker series, and reiterated ASU’s commitment to freedom of speech using the prepared remarks she had developed. Representatives of the Dean of Students’ office attended the event in person to observe and to provide support in the event of any disruptions, consistent with the approach that ASU takes to facilitate safe and successful campus events that involve large crowds or possible disruptions or protests.

At the event, Charlie Kirk made the following comment, supporting the ASU administration’s efforts to ensure that the event was held, despite opposition voiced in the preceding days:

“I want to make sure all the proper thanks are in order. Despite all the clamoring and the nonsense, Arizona State University deserves credit for still allowing this event to proceed. ... Again, the university deserves credit for not cowing to the mob; that is important.”

— Charlie Kirk

At the “Health, Wealth & Happiness” event, Feb. 8, 2023

5. The termination of the Lewis Center gift agreement

In the weeks and months following the Health, Happiness & Wellness event, Dean Williams and Ms. Atkinson returned to business as usual. The relationship was positive and focused on continued planning, including dialogue about future events and workshops. (See Exhibits 20 and 21.)

Exhibit 20

From: [Tara Williams](#)
To: [Ann Atkinson](#); [Kristen Hermann](#)
Subject: RE: Barrett Student Workshop
Date: Friday, March 17, 2023 1:23:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Thanks for following up on this, Ann. Hope the workshop was a success!

Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Wednesday, March 15, 2023 4:49 PM
To: Tara Williams <Tara.Williams@asu.edu>; Kristen Hermann <knielsen@asu.edu>
Subject: Barrett Student Workshop

Hi Tara and Kristen,
A quick follow-up to our meeting. The Barrett student workshop this Friday is titled "Finding Harmony: Cultivating Inner Peace in a Busy World". The flyer is attached here. I talked with the students and do not think we need to offer any additional student support services. The workshop should be positive and encouraging. Please let me know if you see this differently, however.
Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>



-

RSVP to Lewis Center events here!

Exhibit 21

From: [Ann Atkinson](#)
To: [Tara Williams](#)
Subject: Re:
Date: Wednesday, May 3, 2023 9:33:56 AM

He is a magnetic speaker. I would love to include him in the fall lineup. Great idea.

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development
Barrett, the Honors College
Arizona State University
direct: 480.727.5926

From: Tara Williams <Tara.Williams@asu.edu>
Sent: Wednesday, May 3, 2023 9:09:07 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Subject: RE:

That's great to hear! Thanks for sharing this. Dr. Howard has a direct connection to Barrett through his professor of practice appointment, which resides partly with us. I imagine he'd be open to doing a Lewis Center event in the future if that seems like a good fit.

Tara

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Wednesday, May 3, 2023 8:30 AM
To: Tara Williams <Tara.Williams@asu.edu>
Subject:

Chris Howard, COO of ASU Enterprise spent 5 minutes of his total 20-minute presentation today talking about Barrett. He was most impressed with our accessibility and talked extensively about our work for online students. Very cool to hear ASU leadership talk about our work. This is an event put on by WP Carey for investment managers and finance professionals with several hundred people in attendance.

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development
Barrett, the Honors College
Arizona State University
direct: 480.727.5926

Interactions with the donor, however, did not remain positive. Instead, after several months of efforts to update the donor agreement to ensure it had all the required signatures, Mr. Lewis sent a letter on Mar. 28 exercising his right to terminate the agreement. The letter specifically cited hostility by the faculty toward the February event as the basis for the cancellation:

Exhibit 22

T.W. LEWIS FOUNDATION

March 28, 2023

Gretchen Buhlig
CEO
ASU Foundation
300 E. University Dr. – MC5005
Tempe, AZ 85281

Subj: Notice of termination
of Grant Agreement

Dr. Tara Williams
Dean
Barrett, The Honors College
P.O. Box 871612
Tempe, AZ 85287-1612

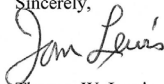
Dear Gretchen & Tara,

I am writing to express my disappointment in the faculty and staff at Barrett Honors College for the alarming and inappropriate hostility shown at the T.W. Lewis Center for Personal Development speaker event held on February 8, 2023 featuring Dennis Prager and Charlie Kirk. This event was fully consistent with the intent of our speaker series and our Grant Agreement (see attached).

Instead of sponsoring this event with a spirit of cooperation and respect for free speech, this event was met with strong opposition and open hostility. This hostility came from both faculty and staff, exposing what they really believe, what they stand for, and what they are likely teaching our students. If I were a parent of one of these students, I would find a different college or university that cared more about education than left wing activism.

Because I can no longer have any confidence in Barrett to adhere to the intent of our Grant Agreement, please accept this notice of termination of the Grant Agreement dated May 13, 2022, effective June 30, 2023. I regret that this action was necessary, and hope that Barrett can do a better job in the future of preparing our students for the real challenges and opportunities of life.

Sincerely,



Thomas W. Lewis
Founder and Trustee
T.W. Lewis Foundation

CC/ Ann Atkinson

Lewis Center dissolved

As a result of Mr. Lewis' termination of his gift agreement and the funding he was providing the Lewis Center, the Barrett Honors College and the administrative unit known as the Lewis Center were left without dedicated financial resources to pay the operational and personnel costs for the center. **(See Exhibit 4.)**

Ms. Atkinson did not identify any substitute donors to the dean or the ASU Foundation. Instead, she provided the dean with a proposal that would have Barrett increase its institutional investment so that she could attempt further fundraising.

It left Dean Williams, who described the center as one of the factors that led to her decision to leave the University of Alabama to come to ASU, with some decisions to make. As you will read in her written testimony to this committee, after analysis of the budget, she determined that continuing the course work was a higher priority for serving students than having an executive director on staff.

She made the following points in her written testimony submitted to the ad hoc committee:

- The cost of funding the executive director position, included salary and benefits, was about \$300,000; the salary was higher than that of any other employee – faculty, staff or administrator – in the organization, second only to the dean, herself.
- The priority for Barrett and ASU was to offer courses and programs for students.
- Dean Williams reached out to Ms. Atkinson once a final decision was made, rather than waiting for the official letter to be sent, as is ASU HR policy. She explained to Ms. Atkinson that the decision was based on the financial situation and that she was leaving in good standing. The dean also offered to provide a positive reference for her.
- The dean convened a task force to look at ways the center's work could best continue within Barrett following the loss of donor funding. As a result, both classes and speakers on the topics previously supported by the Lewis Center will continue, with funding provided by Barrett.
- The dean also asked Ms. Atkinson to provide a pass-down of key practices, contacts and plans for the future that would help the university move forward with programming of the type previously conducted through the Lewis Center. Ms. Atkinson never responded and did not show up for a meeting to discuss the transition, even though she confirmed her availability to attend.

With respect to her role as executive director, Ms. Atkinson was specifically informed that the position was funded in whole or part by sources other than state appropriation and may terminate when funding is no longer available, a point made clearly in her offer letter when she accepted the job. (See Exhibit 23.)

Exhibit 23

Ann (Karen) Atkinson Offer Letter



Office of Human Resources
1100 E. University Dr.
Tempe, AZ 85287-1304

June 1, 2021

Karen Atkinson
[Redacted]

Dear Karen:

Congratulations! On behalf of Arizona State University, I am pleased to offer you the position of Executive Director TW Lewis Center, at 1 FTE, \$230,000.00 per year; \$8,846.15 per pay period. This is a benefits-eligible position. The [ASU Benefits Guide](#) will inform you of [benefits enrollment](#) and [mandatory retirement enrollment](#) decisions within 30 days of your start date.

This is an at-will (university staff, category 04) position. As an at-will employee, you and ASU are entitled to terminate the employment relationship at any time and for any reason except an unlawful one. Nothing stated in this offer letter or verbally by any supervisor is intended to create an employment contract or to modify the at-will employment status of ASU University Staff employees and administrators.

This employment offer is contingent upon the satisfactory outcome (as determined by the university) of the pre-employment screening activities (including reference check of former employment, verification of ability to work in the United States and [criminal history check](#)) required under Arizona State University policy [ACD 126](#) and Arizona Board of Regents [policy 6-709](#). Please be advised I am required to tell you the Arizona Board of Regent's policy provides that misrepresentation of an individual's qualifications or credentials in securing employment at the university may be grounds for dismissal.

Your start date will be June 7, 2021. You will be reporting to Mark Jacobs, Dean of Barrett, The Honors College.

Additionally, this position is funded in whole or part by sources other than state appropriation and may terminate when funding is no longer available.

Upon submitting this signed offer letter you will be directed to complete your new employee paperwork. You must complete the new employee paperwork prior to your start date, with Section 1 of the Employment Eligibility Verification (Form I-9) completed no later than your first day of employment.

Please review the [new employee information](#), where you can find what you need to get started on your new job, such as required forms and documentation, orientation and training, and access to certain buildings or systems, among other things.

Your hiring manager will schedule you to attend a benefits-eligible New Employee Orientation and will contact you regarding the date. This meeting is designed to acquaint new employees with ASU, offer onsite sign-up for services and provide information regarding major benefits such as insurance and retirement plans. For additional information, please visit [New Employee Orientation](#).

Please acknowledge that you accept this offer of employment by signing with your electronic signature no later than June 4, 2021. You may contact Erika Ladewig at 480-965-9303 or at Erika.Ladewig@asu.edu if you have questions. Welcome to Arizona State University. I am looking forward to your joining the department staff.

Sincerely,

A handwritten signature in black ink that reads "Mark Jacobs".

Mark Jacobs
Vice Provost and Dean

Letter ID: [e06acd4c-7d81-4d32-90e0-5d6d664bcc3e]
Position Number: 235692

Given the extent to which the university relies on donor and grant funding for its operations, thousands of ASU employees have positions that are funding-dependent that can, and do, expire when the underlying funding does.

In the course of this review, the ASU Office of Human Resources and ASU Knowledge Enterprise Development determined that during the four-year period in which the Lewis Center was in existence, at least 170 ASU employees' positions were terminated at the end of the funding supporting those positions, including Ms. Atkinson's.

Allegations by Ms. Atkinson

After Ms. Atkinson was notified that her position would expire at the conclusion of the gift agreement, she sent a letter to ASU President Michael Crow, copied to multiple members of the Arizona Board of Regents. The letter expressed her concern that by permitting the Barrett faculty to condemn the Lewis Center's event, speakers and donors, as well as her leadership in planning that event, Barrett leadership had caused Tom Lewis to withdraw his donation and caused an "impending media and donor crisis."

Ms. Atkinson indicated that she had "personally committed" to secure new donor funding and that she had "access to donors worth billions of dollars interested in helping to build" a brand exceeding that of ASU's W.P. Carey School of Business. She said the dean declined the funding and instead informed Ms. Atkinson that her position would end with the expiration of Lewis's gift agreement.

She also attached an anonymous statement attributed to a Barrett student that she described as stating that "Barrett faculty used teaching time to condemn the program, the speakers, and to shame the Lewis Center." Neither she, nor the anonymous statement, alleged that any faculty members had forbidden students from attending or indicated their attendance would affect their grades. Ms. Atkinson's focus was on the fact that faculty had criticized the program and the center, while the anonymous statement worried that the faculty expressing their opinion could make students afraid to attend or speak up.

President Crow responded, acknowledging Ms. Atkinson's message and reminding her that both the speakers and their critics have speech rights, and that ASU's emphasis is on ensuring that all can speak. He also asked ASU Provost Nancy Gonzales to meet with Ms. Atkinson to discuss her concerns.

During and following that meeting, which Ms. Atkinson surreptitiously tape recorded, Provost Gonzales complimented Ms. Atkinson for her professionalism, expressed appreciation for her positive impact, and encouraged her to consider other opportunities at ASU. Gonzales also reiterated that the withdrawal of the Lewis Foundation's funding, and the effect of that withdrawal on Ms. Atkinson's position, were unfortunate. These communications are detailed in Exhibits 24-25.3.

Exhibit 24.1

Nancy A. Gonzales, PhD

Executive Vice President and University Provost
Foundation Professor of Psychology
Arizona State University
480-965-9585

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Saturday, June 3, 2023 11:30 AM
To: Michael Crow <[REDACTED]>
Cc: Nancy Gonzales <Nancy.Gonzales@asu.edu>
Subject: Re:

President Crow and Provost Gonzales,

Thank you for your attention on this important issue.

Yes, I have addressed these concerns through proper channels over the course of many months, and in many meetings with Dean Williams.

Hopefully, it is clear that my primary concern is about widespread attempts to suppress free speech at Barrett.

I will look forward to meeting with Provost Gonzales next week.

Thank you both for your leadership.

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development
Barrett, the Honors College
Arizona State University
direct: 480.727.5926

From: Michael Crow <[REDACTED]>
Sent: Saturday, June 3, 2023 4:04:56 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Cc: Nancy Gonzales <Nancy.Gonzales@asu.edu>; Tara Williams <Tara.Williams@asu.edu>
Subject:

Ann

Exhibit 24.2

Thanks for your note.

Provost Gonzales and Dean Williams will speak with you to get more details regarding your concerns.

As you know no speakers have been prevented from being on campus and the events have gone well. Our free speech policies and procedures have been maintained and implemented.

I assume in writing me, you have already spoken to the Dean, and the Provost, and in writing the board, I assume you have concluded that those discussions did not remedy your concerns. But on the chance that you didn't have those discussions I have asked that they speak with you together.

Faculty, staff and students all have the same level of free speech as you do. They can express their views in professional contexts that are consistent with their duties. They can not violate professional conduct standards, limit others free speech or interfere with their core teaching and learning responsibilities.

We support the broadest concepts of free speech and protect those at every level.

Michael

Michael Crow
ASU



From iPad

Exhibit 25.1

From: [Ann Atkinson](#)
To: [Nancy Gonzales](#)
Cc: [Michael Crow](#)
Subject: RE:
Date: Wednesday, June 14, 2023 5:22:32 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image001.png](#)

Provost Gonzales,

Thank you for your time and for the opportunity to address my concerns with you.

It has been a tremendous privilege to serve ASU's bright undergraduate honors students.

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development



Arizona State University
P.O. Box 871612 | Tempe, AZ 85287-1612
Ph: 480-727-5926 | annatkinson@asu.edu
<https://barretthonors.asu.edu/>



-
[RSVP to Lewis Center events here!](#)

From: Nancy Gonzales <Nancy.Gonzales@asu.edu>
Sent: Wednesday, June 14, 2023 11:48 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>; Michael Crow <[REDACTED]>
Subject: RE:

Dear Ann,

I appreciated the opportunity to speak with you yesterday. You have been extremely professional through a challenging set of circumstances this past year. I also appreciate the positive impact you have had on so many of our outstanding Barrett students.

I wish you the best and welcome you to consider other opportunities at ASU in the future.

Thank you,
Nancy

Exhibit 25.2

Nancy A. Gonzales, PhD

Executive Vice President and University Provost
Foundation Professor of Psychology
Arizona State University
480-965-9585

From: Ann Atkinson <AnnAtkinson@asu.edu>
Sent: Saturday, June 3, 2023 11:30 AM
To: Michael Crow <[REDACTED]>
Cc: Nancy Gonzales <Nancy.Gonzales@asu.edu>
Subject: Re:

President Crow and Provost Gonzales,

Thank you for your attention on this important issue.

Yes, I have addressed these concerns through proper channels over the course of many months, and in many meetings with Dean Williams.

Hopefully, it is clear that my primary concern is about widespread attempts to suppress free speech at Barrett.

I will look forward to meeting with Provost Gonzales next week.

Thank you both for your leadership.

Sincerely,
Ann

Ann Atkinson
Executive Director, T.W. Lewis Center for Personal Development
Barrett, the Honors College
Arizona State University
direct: 480.727.5926

From: Michael Crow <[REDACTED]>
Sent: Saturday, June 3, 2023 4:04:56 AM
To: Ann Atkinson <AnnAtkinson@asu.edu>
Cc: Nancy Gonzales <Nancy.Gonzales@asu.edu>; Tara Williams <Tara.Williams@asu.edu>
Subject:

Ann

Exhibit 25.3

Thanks for your note.

Provost Gonzales and Dean Williams will speak with you to get more details regarding your concerns.

As you know no speakers have been prevented from being on campus and the events have gone well. Our free speech policies and procedures have been maintained and implemented.

I assume in writing me, you have already spoken to the Dean, and the Provost, and in writing the board, I assume you have concluded that those discussions did not remedy your concerns. But on the chance that you didn't have those discussions I have asked that they speak with you together.

Faculty, staff and students all have the same level of free speech as you do. They can express their views in professional contexts that are consistent with their duties. They can not violate professional conduct standards, limit others free speech or interfere with their core teaching and learning responsibilities.

We support the broadest concepts of free speech and protect those at every level.

Michael

Michael Crow
ASU



From iPad

Ms. Atkinson's employment with ASU ended on June 30, 2023, the date on which the Lewis Foundation gift agreement expired. Both the letter she received, and the university's personnel system, reflected that her employment had ended due to the termination of underlying funding.

During her final weeks with the university, Ms. Atkinson published an editorial in the Wall Street Journal entitled "I Paid for Free Speech at Arizona State," criticizing ASU, Barrett, and the Barrett faculty for their response to the controversy over the Lewis Center event. She also distributed the editorial widely using her ASU email to students, speakers and others who had been involved with Lewis Center programs as well as on social media and other public channels.

Following the publication of Atkinson’s editorial, and other media interviews and editorials, the joint legislative ad hoc committee convened a public hearing on July 18, 2023 to discuss freedom of expression at Arizona’s public universities. Both at the end of that hearing and in a letter sent on July 20, the committee requested a written report from Arizona State University regarding events surrounding the former T.W. Lewis Center’s Feb. 8 program titled “Health, Wealth & Happiness” and the center’s former executive director, Ann Atkinson.

Ms. Atkinson also alleged that another employee lost her ASU position as a result of involvement with the event. That individual was one of multiple employees who worked in a logistical capacity at the venue. She had no role in planning the Lewis Center’s event or selecting the speakers, or their topics, nor did she have any discretion regarding whether or not to book the venue provided that the space was physically available. ASU’s review of her employment, which included interviews of multiple individuals and the review of relevant documents by outside counsel, confirmed that the termination of her employment months after the Lewis Center event was based on unrelated performance issues.

6. Next steps and ASU action plan

ASU can always do more and can always do better to advance an environment in which divergent and competing views can be advanced on its campuses in constructive ways.

In that regard, after speaking with many individuals during the course of this review and having heard from many both inside and outside the university, in the spirit of continuous improvement ASU has identified a variety of actions that will be taken to further enhance free speech on the university's campuses.

Accordingly, ASU will do the following:

1. The Barrett Conversation on Free Speech

ASU will implement a program in Barrett, The Honors College known as The Barrett Conversation on Free Speech. The Barrett Conversation will invite to campus community leaders, scholars and commentators for conversations about free speech, which will be conducted in a manner reflective of the principles of free speech to which ASU has already committed, including The Chicago Statement on Free Speech. **(See Section 2 of this report.)**

2. Collaboration with FIRE

As part of The Barrett Conversation on Free Speech, ASU will collaborate with the Foundation for Individual Rights and Expression (FIRE) to utilize the resources and expertise of those associated with FIRE to identify speakers and structure discussions on free speech, academic freedom, and related issues of due process. ASU has already communicated with FIRE and is beginning to organize the first of these events.

3. University communications campaign regarding free speech

ASU will enhance its efforts to remind the university community of the expectation to act in a manner that truly supports a campus environment in which the free speech interests of all people continue to be balanced and maintained in a thoughtful and constructive manner. This includes further communication, training and application of the policies for academic freedom and the system related to professional ethics for faculty. This includes the Code of Ethics and Standards for Professional Conduct, which sets the institutional expectations of faculty members regarding ethical and responsible conduct of academic functions. **(See related information: ogc.asu.edu/sites/default/files/2023-05/asu_commitment_to_ethics_memo_033123.pdf, Appendix 1.2 , Appendix 3.1.)**

4. Free speech training

In order to enhance and reaffirm awareness in the ASU community about free speech and applicable policies and procedures regarding free speech at ASU, the university will initiate a "Free Speech Training Session" for all ASU event planners and others nominated to attend by each college or school dean or director at ASU.

5. Student reporting of free speech concerns

ASU will publish an annual reminder to all ASU students about the importance of free speech on ASU campuses and in ASU courses including the rights and responsibilities of all students in that regard. The annual reminder to students will emphasize how students can raise concerns or questions about free speech at ASU, the instruction of faculty in the classroom, or the behavior of other students at ASU in the classroom or otherwise.

6. ASU institutional statement on free speech

ASU will develop and distribute an institutional statement on free speech which will be made available to academic units to use in opening university events. The statement will include a reminder to the audience that the views of the speakers do not represent the views of the university but that the speakers' presence on campus and their views and statements are protected as free speech on the ASU campus.

7. Toolkit for event organizers

ASU will develop and distribute an event organizer toolkit for use by ASU colleges and schools, ASU event planners and coordinators, ASU student groups and ASU faculty. The toolkit will provide background and information to ensure that free speech rights and responsibilities are fully considered during the organization, planning, communication and execution of events on ASU campuses including, but not limited to, guidelines for speaker and audience conduct, addressing event disruptions and audience misconduct, and obtaining and deploying security for events.

8. Reserving and using ASU buildings and campuses

ASU will update and expand the materials and communications it provides to students, student clubs and organizations and members of the public regarding the process for reserving and using ASU buildings and grounds for events and activities.

Appendix

Appendix 1.1

Laws and Policies Governing Free Speech and Open Inquiry at ASU

The **First Amendment to the U.S. Constitution** forbids Congress from making any law abridging the freedom of speech or the right of the people peaceably to assemble and to petition the government for redress of grievances. The Fourteenth Amendment to the U.S. Constitution has been interpreted to apply this requirement to state governments as well.

<https://www.archives.gov/founding-docs/constitution-transcript>

Article 2 of the Arizona Constitution, in Sections 5, 6, and 12, protects the right of petition and assembly and the right to “freely speak, write, and publish on all subjects, being responsible for the abuse of that right.” It also provides that “[t]he liberty of conscience secured by the provisions of this constitution shall not be so construed as to excuse acts of licentiousness, or justify practices inconsistent with the peace and safety of the state.”

<https://www.azleg.gov/constitution/?article=2>

Arizona State Statute 15-1633 prohibits the use of university resources to influence the outcome of elections or advocate for or against pending or proposed legislation, but does not affect the right of university employees to participate in political or lobbying activities on their own time and using their own resources.

<https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/15/01633.htm>

Arizona State Statutes 15-1861 to 15-1869 address many aspects of freedom of speech on university campuses. These include affirming the right of students, faculty and staff members to take positions on public policy controversies; providing that the public areas of campus are open to speakers, protestors, and demonstrators subject to content- and viewpoint-neutral time, place and manner restrictions; protecting the rights of students and faculty to invite speakers to campus; requiring the universities to address the safety of speakers and listeners; and prohibiting violent or unlawful behavior that would prevent people from speaking or listening.

<https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/15/01861.htm>

Arizona Board of Regents Policy 1-124: Free Expression confirms that the primary role of the university is to “promote the discovery, improvement, transmission and dissemination of knowledge through research, teaching, discussion and debate,” and that the universities must therefore “strive to ensure the fullest degree of intellectual freedom and free expression.” ABOR policy ratifies the right, recognized in statute, that students, staff, and faculty members “may discuss any topic” consistent with the First Amendment and that it is not the role of the university “to shield individuals from speech protected by the First Amendment, including ideas that may be unwelcome, disagreeable or deeply offensive.” Students, staff and faculty members also may assemble and engage in spontaneous expressive activities provided that they are lawful and not disruptive, and may engage in both speech and counter speech consistent with First Amendment principles. The provisions of this policy are also set forth in statute, at **ARS 15-1866**.

<https://public.powerdms.com/ABOR/documents/1491531>

<https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/15/01866.htm>

ABOR’s policy on undergraduate education, **ABOR 2-210: General Education**, also recognizes the key role that open inquiry plays in the education of students. In setting out the general education requirements for the university, it requires that instruction include providing students with the “skills, competencies, and intellectual habits that prepare them to take their place in our republic and the world,” as “informed citizens in a robust constitutional democracy” who are capable of engaging in “constructive dialogue through civil discourse” and to approach differing viewpoints with open-mindedness and a focus on reasoning and evidence.

<https://public.powerdms.com/ABOR/documents/1491655>

Appendix 1.2

Laws and Policies Governing Free Speech and Open Inquiry at ASU

ABOR Policy 6-202: Academic Freedom and Responsibility affirms the “right of faculty to teach from their disciplines free from unreasonable or arbitrary restrictions, both in and outside the classroom, to conduct research and publish, perform, or exhibit the results of that creative activity, and to address matters of institutional policy or governance.” The same policy acknowledges the responsibilities of “faithful performance of professional duties and obligations, the recognition of the demands of the scholarly enterprise, and the candor to make clear that when one is speaking on matters of public interest, one is not speaking for the institution.”

<https://public.powerdms.com/ABOR/documents/1499254>

ABOR Policy 6-905: Political Activity, repeats the prohibition of state law on the use of university resources to influence elections or lobby for or against legislation. It makes clear that these provisions do not prohibit “an employee expressing their personal opinion on a political or policy issue, regardless of whether that opinion is expressed inside or outside of the classroom” nor the use of employees’ personal time and resources to engage in election or lobbying activities. It also specifies that it remains permissible to publish reports and host seminars or guest speakers who recommend public policy as well as permitting employees to provide classroom instruction on “matters relating to politics, elections, laws, ballot measures, candidates for public office and pending or proposed legislation.”

<https://public.powerdms.com/ABOR/documents/1499351>

ASU Policy ACD 201: Academic Freedom defines academic freedom as “the free search for, and the free exposition of, truth,” which applies in both research and teaching and is essential to “the true advancement of knowledge” and “the protection of the rights of both the teacher and the student in the free interchange of ideas.” The rights of faculty in research, the publication of results, teaching, and in speaking out as a private citizen on public issues are all recognized, as are the responsibilities to make clear the capacity in which one is speaking, to encourage the free pursuit of learning by students, and to evaluate students on the merit of their work.

<https://public.powerdms.com/ASU/documents/1541088>

ACD 204-01: Code of Ethics and **ACD 204-02: Standards of Professional Conduct for Faculty Members and Academic Professionals**, discusses the special obligations of members of the university community, including the obligations to “preserve intellectual freedom,” “to acknowledge the right of all to express differing opinions in a responsible manner,” “to promote conditions that foster the free exchange of ideas,” and “to maintain the orderly processes which make possible freedom of inquiry and instruction.” When teaching, faculty members have the freedom to select and present material based on their judgment about what will best achieve the stated goals of the course they have been assigned to teach, as well as the responsibility to encourage the free pursuit of learning in their students. When speaking as private citizens, they make clear that they are not speaking in an official capacity.

<https://public.powerdms.com/ASU/documents/1541094>

<https://public.powerdms.com/ASU/documents/1541104>

ACD 204-03: Use of the University’s Name and **ACD 205: Political Activity and Lobbying** set out specific restrictions on influencing elections, lobbying for or against legislation, endorsing commercial products or processes, or writing an editorial letter, column, or blog on topics unrelated to a faculty member’s university responsibilities. In these contexts, while it may be permissible to mention university affiliation for identification purposes, the faculty member must not state or imply that they are speaking on behalf of the university. Election activity, lobbying, and editorial letters and columns specifically must not use ASU letterhead, email, or other resources.

<https://public.powerdms.com/ASU/documents/1541104>

Appendix 2
ABOR Policy 1-124: Free Expression

Policy Number: 1-124	Policy Name: Free Expression
Policy Revision Dates: 08/2018	Page 1

1-124 Free Expression

- A. The primary function of Arizona's public universities is to promote the discovery, improvement, transmission and dissemination of knowledge through research, teaching, discussion and debate. The universities must strive to ensure the fullest degree of intellectual freedom and free expression. It is not the proper role of a university to shield individuals from speech protected by the First Amendment, including ideas and opinions that may be unwelcome, disagreeable or deeply offensive.
- B. Students, staff and faculty members may discuss any topic, as the First Amendment allows and within the limits of reasonable content- and viewpoint-neutral restrictions on time, place and manner of expression that are consistent with applicable law and that are necessary to achieve a compelling institutional interest if these restrictions are clear, are published and provide ample alternative means of expression. The board's policy on political activity by employees or others acting on behalf of a university is set forth in Board Policy 6-905.
- C. Students, staff and faculty members may assemble and engage in spontaneous expressive activities if those activities are not unlawful and do not materially and substantially disrupt the functioning of the university.
- D. A student who is subject to the jurisdiction of a university and who engages in individual conduct that materially and substantially infringes on the rights of other persons to engage in or listen to expressive activity, as defined in A.R.S. § 15-1861, is subject to disciplinary sanctions under the Student Code of Conduct and other applicable university and board policies. This does not preclude students from engaging in counter speech as First Amendment principles may permit.
- E. Universities may restrict expressive activity that is not protected by the First Amendment.
- F. The board will establish a committee on free expression composed of representatives from the universities and the board office, which will submit an annual report as required by A.R.S. §15-1867.

August 2018

Appendix 3.1

ASU Policy ACD 201: Academic Freedom



Academic Affairs Manual (ACD)

ACD 201: Academic Freedom

Effective: 3/31/1969

Revised: 7/1/2011

Purpose

To promote academic freedom

Sources

Arizona Board of Regents Policy Manual - 6--201, 202

Office of the Provost of the University

Applicability

Faculty

Academic professionals

Faculty associates

Faculty research associates

Graduate teaching assistants/associates

Graduate research assistants/associates

Policy

Institutions of higher education exist for the common good, and the common good depends on academic freedom: the free search for, and the free exposition of, truth. Academic freedom applies in both research and teaching. Freedom in research is essential for the true advancement of knowledge; academic freedom in teaching is essential for the protection of the rights of both the teacher and the [student](#) in the free interchange of ideas.

Academic freedom is the right of every faculty member, academic professional, and other employees and students while engaged in teaching and/or research. These freedoms include:

1. Freedom in research and in the publication of results.

This freedom does not relieve the individual of the responsibility for carrying out other duties of the position.

2. Freedom in teaching to discuss a field of competence without restrictions on content or method.

In the exercise of this freedom, the individual should be careful not to introduce controversial matters which have no relation to the subject matter of the course. He or she is also obligated to encourage the free pursuit of learning by students and adhere to a proper role as intellectual guide and counselor. Every reasonable effort is made to foster honest academic conduct and to assure that evaluation of students reflects the true merit of their work. The

Appendix 3.2

ASU Policy ACD 201: Academic Freedom

confidential nature of the relationship between teacher and student is respected. Significant assistance from students is acknowledged in publication of the results of research.

3. Freedom as a private citizen to speak out on public issues.

The special position of the faculty member or academic professional as a person of learning and an educational officer in the community, however, imposes the special obligation that he or she must remember that the public may judge the profession and the institution on the basis of such public utterances. The individual measures all rights and obligations as a citizen against rights and responsibilities to the field of specialization, to students, profession, and institution. When speaking, writing, or acting as a private person, the individual avoids creating the impression that he or she is speaking for the university.

4. Freedom to be judged by one's colleagues, in accordance with fair procedures, in matters of promotion, tenure/continuing appointment, and discipline, on the basis of the faculty member's or academic professional's professional qualifications and professional conduct.

The pursuit and communication of knowledge at ASU are to be free from restrictions and include respect for the following rights:

1. the right of all to search for truth and knowledge without obstruction or restraint
2. the right of all to attempt to persuade by reasoned argument or peaceful processes

and

3. the right of all to form judgments based on full and free exploration, exposition, and discussion.

Deliberately violent, obstructive, or disruptive action of groups or individuals, which is prejudicial to academic freedom and destructive to the pursuit of learning at this university, is unacceptable.