

celebrating ten years



The mission of FIRE is to defend and sustain individual rights at America's colleges and universities. These rights include freedom of speech, legal equality, due process, religious liberty, and sanctity of conscience—the essential qualities of individual liberty and dignity. FIRE's core mission is to protect the unprotected and to educate the public and communities of concerned Americans about the threats to these rights on our campuses and about the means to preserve them.



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A MESSAGE FROM THE PRESIDENT

The year 2009 was momentous for FIRE, for it marked our tenth anniversary. FIRE was founded by Alan Charles Kors and Harvey A. Silverglate in 1999 to fight the increasing and out-of-control violations of freedom of speech, freedom of religion, freedom of conscience, due process, and other basic rights on campuses across the country.

In the last decade, FIRE has been remarkably successful at fighting to secure basic rights of free speech and conscience on college campuses. We have fought for student and faculty rights in every corner of the country, and as of December 31, 2009, we have won 166 victories at 126 colleges and universities with a total enrollment of more than 2.7 million students. FIRE is directly responsible for changing 85 unconstitutional or repressive policies affecting more than 1.75 million students at 73 of these universities, including the entire California State University and University of Wisconsin systems.

But despite our well documented success, most Americans are still skeptical about how bad things really are on campus. I believe there is no way to overcome the widespread denial of free speech and other basic rights on college campuses unless public apathy is surmounted and society once again understands that an Academy that censors is a serious threat to the health of our democracy.

For this reason, FIRE's plans for 2010 include a significant increase in our already expansive public awareness efforts, including the first-ever Sweidy Stata Video Fellow, who will document more of our almost unbelievable cases on film and distribute them to the public. The power of video lies in its ability to convey the reality and personal cost of campus repression, bringing them home in a way no other medium can.

Also, I am excited and proud to announce that in 2010, I will author my first book, tentatively titled "Unlearning Liberty." It will highlight the hundreds upon hundreds of FIRE cases I have seen over the years with the goal of convincing the public that college censorship affects each and every one of us, and that it's time we put an end to it. Together, the book and video projects represent our most ambitious attempt ever to touch the heart and conscience of the American public, and in doing so we will hopefully restore respect for basic human liberty to our campuses and, thus, to future generations.



As we enter into our second decade of fighting for Americans' most fundamental freedoms, I am honored to be joined by all of you—our generous supporters, passionate allies, and steadfast friends. Thank you for helping us to get this far, and I look forward to what we will accomplish together in the future.

Warm regards,

A handwritten signature in blue ink that reads "Greg Lukianoff". The signature is fluid and cursive.

Greg Lukianoff



Honorary Vice Chairs

Dave Barry
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Jamin Raskin
Glenn Reynolds

Honorary Dinner Chairman:
Nat Hentoff

Keynote Speaker:
Eugene Volokh

Mistress of Ceremonies:
Virginia Postrel





FIRE'S 10TH ANNIVERSARY CELEBRATION

Throughout 2009, the excitement grew for FIRE's 10th anniversary year. On October 22, this excitement culminated in New York City, when over 200 friends and supporters of FIRE convened at the beautiful Mandarin Oriental for FIRE's 10th Anniversary Celebration Dinner.

Dinner guests spent the evening reflecting on FIRE's ten-year history, during which FIRE has grown from a fledgling organization to a powerful leader in the campus reform movement and a force to be reckoned with on college campuses. The night also marked the unveiling of our commemorative anniversary film "Reflecting on 10 Years of FIRE," which showcased testimonials by students involved in past cases and highlighted the extensive media coverage FIRE has garnered over the years. Greg presented two professors from the University of Delaware with our inaugural Prometheus Award for their efforts to expose and end an Orwellian thought-reform program at the university.



Individual Rights Defense Program

The Individual Rights Defense Program encompasses FIRE's work to defend civil liberties on behalf of students and faculty members at colleges and universities across America. FIRE engages in defense campaigns at both public and private universities to defend freedom of speech and expression, religious liberty, freedom of association, freedom of conscience, and the right to due process of law. To successfully defend the rights of students and professors from across the ideological spectrum, FIRE provides direct assistance through a full range of resources—legal and policy expertise, fearless advocacy, copious media contacts, and a vast network of exceptional attorneys—to publically expose institutional abuses, resolve disputes, raise awareness, and help entrenched individuals protect their most fundamental rights on campus.

Emerging Trend Report

Throughout 2009, FIRE saw more colleges and universities than ever before attempting to discourage the invitation of controversial speakers to campus by levying extra security costs on the sponsoring student organizations. FIRE's services were needed on five occasions when unconstitutional security fees were levied at the University of Arizona, the University of Colorado at Boulder, University of Massachusetts - Amherst, the University of California, Berkeley, and Temple University. Due to FIRE's intervention, all five schools reversed the excessive security fees to the groups hosting controversial speakers—restoring to their campuses an atmosphere in which all viewpoints can freely be heard and debated. FIRE continues its ongoing fight for the rights of students at Temple University after one group was charged an unconstitutional, after-the-fact security fee for hosting a presentation by controversial Dutch politician Geert Wilders.



Major Defense CAMPAIGNS of 2009

UNIVERSITY OF MINNESOTA—TWIN CITIES

Students affected: 5,227

Facing sustained pressure from FIRE, the University of Minnesota—Twin Cities backed away from plans to enforce a political litmus test for future teachers. The plans from its College of Education and Human Development had involved redesigning admissions and the curriculum to enforce a political litmus test would have invaded and judged future teachers' thoughts, values, attitudes, and beliefs and would have used these judgments to decide whether people were "culturally competent" enough to become teachers. Those with the "wrong" views were to receive remedial re-education, be weeded out, or be denied admission altogether. If implemented, the ramifications of this indoctrination program would have reached into elementary, middle, and high school classrooms.

VIRGINIA TECH

Faculty affected: 1,371

FIRE won an important victory for freedom of conscience and academic freedom at Virginia Tech following a campaign to prevent new "diversity" requirements from being included in mandatory tenure and promotion guidelines, which included pressure to change course syllabi to conform to an official ideology. Unfortunately, the university has failed to retract similar university-wide demands that faculty demonstrate "diversity accomplishments" when seeking raises, tenure, or promotion, which violates faculty members' freedom of conscience and academic freedom and threatens the objectivity of their research and teaching. Moving into 2010, FIRE will continue to call for the Board of Visitors to fully review all of Virginia Tech's policies.



UNIVERSITY OF MASSACHUSETTS AMHERST

Students affected: 27,000

FIRE won a dual victory for First Amendment rights after the university not only rejected the student government's official censorship of *The Minuteman*, a conservative campus newspaper that had mocked a student government official, but also held accountable at least one of the people responsible for stealing hundreds of copies of the paper. The Student Government Association attempted to force *The Minuteman* to apologize for constitutionally protected mockery by threatening to deny the paper the university's recognition. In the face of public outrage and substantial pressure from FIRE, however, the university's administration invoked its veto power, reaffirming the right to freedom of expression shared by the *The Minuteman* as well all UMass students.

EAST GEORGIA COLLEGE

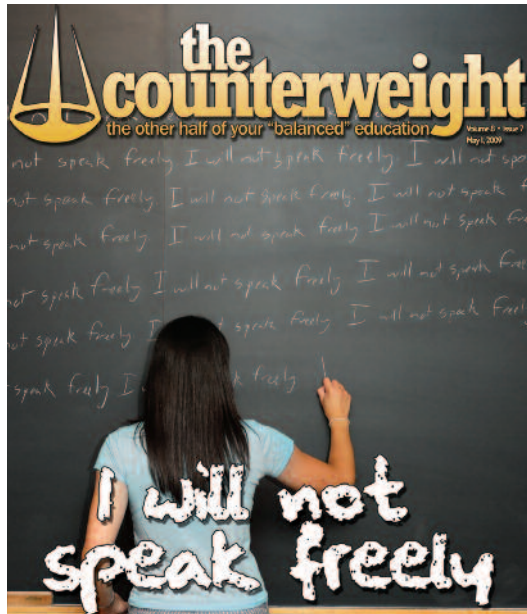
Under pressure from FIRE, East Georgia College (EGC) withdrew an unfounded charge of "sexual harassment" against a professor who criticized the school's sexual harassment policy during a faculty training session. EGC President John B. Black had Professor Thomas Thibeault escorted from campus without a hearing and without knowledge of his accuser, the charges, or the evidence against him. Facing negative media publicity and intense pressure from FIRE, EGC backed down in October 2009 and notified Thibeault that he had been reinstated due to lack of evidence. Despite this victory, EGC again violated Thibeault's free speech and due process rights by issuing Thibeault a "reprimand" for unspecified "offensive" speech, again without a hearing and without presenting any notice, evidence, or witnesses. Thibeault also was told that he would not be rehired, evidently because of his expression. FIRE continues to press the college to restore all of the professor's rights.

COMMUNITY COLLEGE OF ALLEGHENY COUNTY AND TARRANT COUNTY COLLEGE

Total students affected: 65,000

After months of hard work from FIRE, national media attention, and intervention by a FIRE Legal Network attorney, the Community College of Allegheny County finally allowed student Christine Brashier to distribute pamphlets about a gun-rights advocacy group she was trying to form on campus and entirely rescinded the unconstitutional policy that it had used to silence her. Brashier's case started after she was told by administrators that passing out non-commercial pamphlets promoting a concealed carry group was prohibited as "solicitation" because she was trying to "sell" other students on her ideas and was ordered to destroy all copies of her pamphlet. Thankfully, she had FIRE to turn to for help.

In a similar FIRE victory for free expression, members of Students for Concealed Carry on Campus at Tarrant County College were finally able to hold a long-awaited "empty holster protest" following the issuance of a temporary restraining order by a federal judge. Aided by FIRE, two students filed a federal lawsuit against the school in November, alleging that the college had violated their First Amendment rights by refusing to permit them to stage the protest and for quarantining campus expressive activity to a small "free speech zone." The trial for this lawsuit will begin in January 2010.



BUCKNELL UNIVERSITY

Student rights are still under assault at Bucknell University, where a conservative student group's protests against affirmative action policies and President Obama's stimulus plan have repeatedly been shut down or forbidden by administrators using flimsy or patently false excuses. After the Bucknell University Conservatives Club (BUCC) had three events censored in two months, including the distribution of "Obama Stimulus Dollars" and an affirmative action bake sale—the same sale that several other schools have permitted because of their clearly satirical political expression—the students turned to FIRE for help. Although FIRE has written the university four times in 2009 and added Bucknell to our Red Alert List, Bucknell has yet to back down.

WRIGHT STATE UNIVERSITY

Students affected: 17,500

In a welcomed victory for religious liberty and freedom of association, Wright State University agreed to grant recognition to the Campus Bible Fellowship for the 2009-2010 academic year, reversing its previous decision to rescind the Christian group's official recognition because of the faith-based requirements in its constitution. The university initially removed the club's recognition because the club did not include required "nondiscrimination" language in its constitution—language that would have prevented the Campus Bible Fellowship from requiring voting members to adhere to religious and behavioral standards central to its mission.

UNIVERSITY OF WISCONSIN

Students affected: 178,000

FIRE successfully lobbied the University of Wisconsin System Board of Regents to reject proposed policy changes that threatened the due process rights of students across the entire System. After our substantial input, the school's Board of Regents restored essential due process rights to students statewide, including the option of a hearing before a committee that includes student peers, attorney representation in the case of serious allegations, and both e-mail and paper notification of proceedings. The stronger policy went into effect at the beginning of the Fall 2009 semester.



UNIVERSITY OF CALIFORNIA AT LOS ANGELES

In a victory for free expression, UCLA withdrew its unconstitutional demand that a former student take down his private, non-commercial website that claimed he was "weeded out" of UCLA's Graduate School of Education partly because of his dissenting views. The student turned to FIRE for help, and only a few hours after FIRE publicized the case, UCLA informed us that its demand was being withdrawn.

Individual Rights Education Program

If FIRE's Individual Rights Education Program (IREP) had a motto, it would be "helping students help themselves." The mission of IREP is to educate members of the university community about their rights, so that they can successfully stand up for those rights on campus. In 2009, FIRE armed more students, professors, and parents than ever before with tools to recognize unconstitutional repression and to put an end to it. We did this through many longstanding projects like our book series of *Guides* to Student Rights on Campus and our internship program, but two particular IREP initiatives took center stage in 2009: FIRE's Public Awareness Project and the Campus Freedom Network.



Public AWARENESS Project



Public awareness of the threats to individual liberties on our nation's campuses decreases the likelihood that university abuses of freedom will be tolerated. Through the Public Awareness Project, FIRE is able to carry out an aggressive campaign to reach not only students and faculty but also the public and the media with our issues.

WEBSITE

FIRE's website serves as an educational resource for students, faculty, parents, administrators, alumni, journalists, and lawyers. In July, FIRE launched a redesigned website with a new look and features aimed at increasing user interaction, functionality, and understanding of individual rights with easier access to news, case materials, multimedia, publications, and more. With this initial redesign complete, FIRE moved ahead into the second stage of our website redesign, which now features even more improvements, such as new social media advocacy tools, that will more actively engage website visitors.



BIGGEST ADVERTISING PUSH IN FIRE HISTORY

FIRE once again placed a full-page ad in *U.S. News & World Report's* college rankings issue, this time in conjunction with an online ad on the *U.S. News* website, Facebook advertisements related to FIRE cases, and targeted full- and half-page ads in newspapers at 25 of America's largest and most prestigious universities. (See p. 12). Four of the six schools on FIRE's Red Alert list—the "worst of the worst" when it comes to liberty on campus—received customized advertisements describing the case that caused the school to end up on the list, which were published in the back-to-school editions of their campus papers. FIRE also placed an advertisement in the official *U.S. News* college guidebook, which stays on newsstands for twelve months. The ad directs readers to FIRE's Spotlight speech code database, where they can learn about the state of free speech at more than 400 colleges and universities.

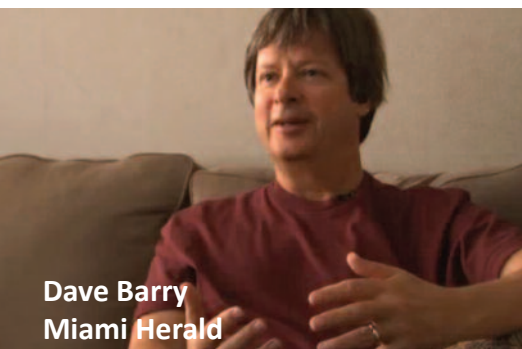
MEDIA HIGHLIGHTS

FIRE reaches substantial audiences through its aggressive public awareness campaign, which strives to reach not only students and faculty members but also the general public and the media with FIRE's issues. In 2009 we reached more people with our message than ever before.

FIRE was featured in 182 news articles in 92 publications, which have a combined print circulation of nearly 14 million readers, with more than 97.6 million additional readers online. Coverage of FIRE's work appeared in such noted publications as *The Chronicle of Higher Education*, *New York Post*, *Inside Higher Ed*, and *The Boston Globe* and on widely read blogs including *The Huffington Post* and *Pajamas Media*.

FIRE staff and representatives spoke on 15 radio broadcasts and made 5 television appearances, including appearances on MSNBC and on former CNN show *Lou Dobbs Tonight* which averaged approximately 653,000 viewers.

Through FIRE's Multimedia Project, we published three new videos including one that features humorist Dave Barry discussing why freedom of expression is important to him and how today's politically correct college campuses are creating a culture of censorship that stifles humor writing and the opinions of millions of students across the country.



Dave Barry
Miami Herald



Emily Brooker
Student, Missouri State University, Class of 2006



Keith John Sampson
Student, Employee - IUPUI

We also launched a distribution campaign to promote our existing videos and spread FIRE's stories to a larger and more diverse audience. In October, a compilation DVD was inserted in *National Review* magazine, which has a circulation of more than 156,000 readers. The DVD included three of FIRE's recent short documentaries:

Think What We Think... Or Else: Thought Control on the American Campus, which documents the University of Delaware's shocking indoctrination program (and has been viewed more than 90,000 times on YouTube)

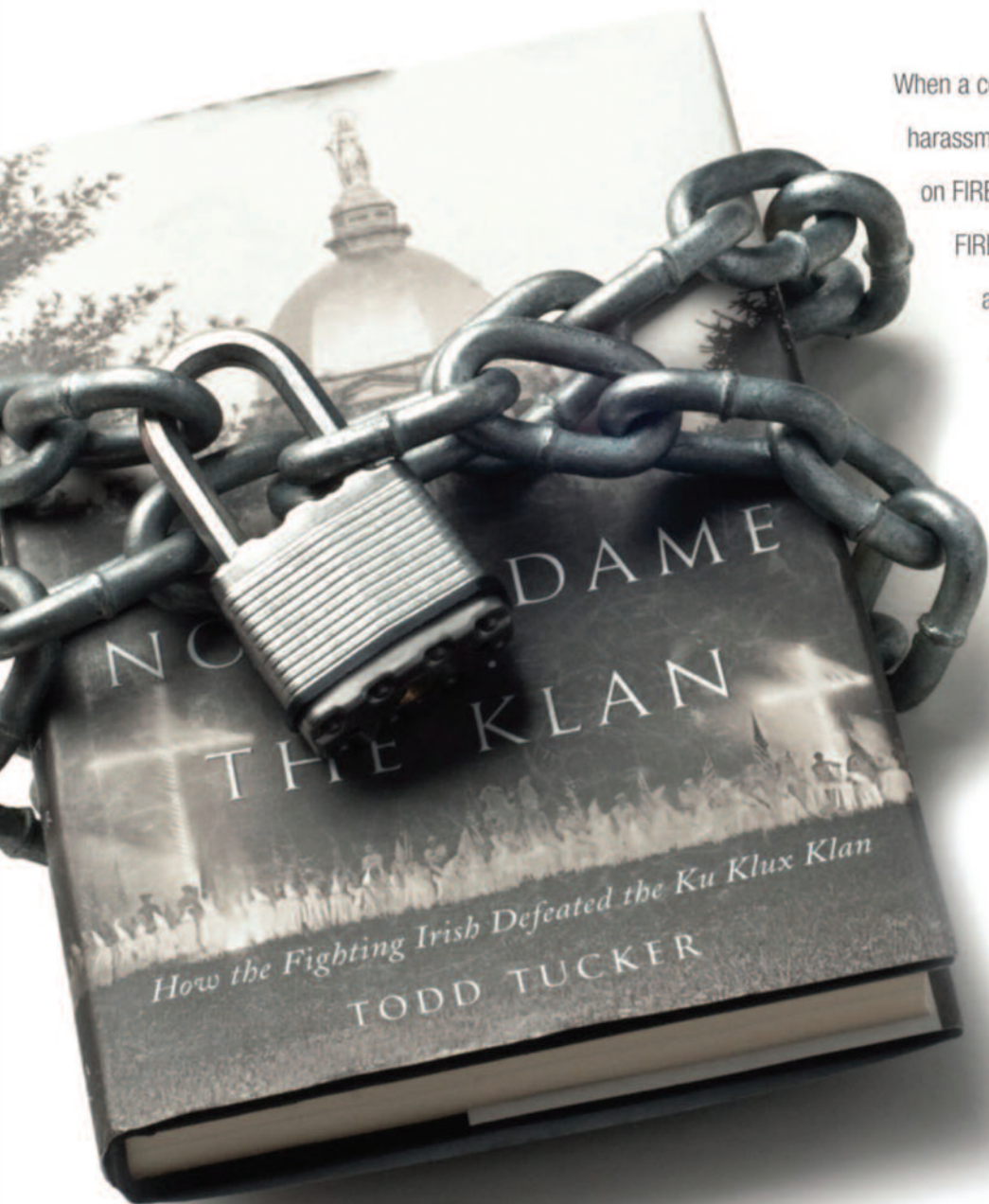
Threats, Coercion, and Bullying at Missouri State, which features the case of Emily Brooker, whose social work professor attempted to force her to lobby the state legislature for a cause that went against her most fundamental religious beliefs

Political Correctness vs. Freedom of Thought—The Keith John Sampson Story, which discusses the case of a student-employee at Indiana University—Purdue University Indianapolis who was found guilty of racial harassment for reading a historical book with a picture of Ku Klux Klan members on the cover.

All of FIRE's videos can be viewed at <http://www.thefire.org/multimedia/videos/>.

In 1924, students at Notre Dame made history
by defeating the KKK.

In 2008, one university made history
by punishing a student for reading about it.



When a college student was found guilty of racial harassment simply for reading a book, he called on FIRE to help clear his name. In case after case, FIRE successfully intervenes on behalf of students and faculty when their free speech rights are violated on college campuses.

Will your school be the next to
judge a book by its cover?

FIRE's Red Alert

Brandeis University
Colorado College
Johns Hopkins University
Michigan State University
Tufts University

*These institutions represent
the "worst of the worst" when
it comes to liberty on campus.*

Find out if your rights are in danger at www.thefire.org.



Campus FREEDOM Network

Founded in 2006, the Campus Freedom Network (CFN) is a dynamic coalition of faculty members and students working together in new ways to defend individual liberties more effectively on campus. The Campus Freedom Network added nearly 2,000 new members in 2009, bringing its total membership to more than 3,300 students, faculty, and alumni from more than 1,300 schools across the nation. The CFN has grown into such an effective program on campus that its efforts were recently recognized by the Atlas Economic Research Foundation, which awarded FIRE's CFN a Templeton Freedom Award for Student Outreach.



CONFERENCE

In June, FIRE held its second annual CFN Student Conference, hosting 50 students for three days in the City of Brotherly Love. The Conference attracted liberty-loving student advocates from all over the country to come together to share ideas and experiences; to learn about the extent of their rights and about the resources available to them; to connect personally with FIRE's staff—perhaps one of the most valuable resources at their disposal; and to learn, above all, that they are not alone in their fight for freedom on campus and that their efforts can make a difference. The students heard from many prominent individuals, including author and FIRE Advisor Wendy Kaminer, professor and author KC Johnson, FIRE Co-founder Harvey A. Silverglate, professor and FIRE Board Member Daphne Patai, and FIRE President Greg Lukianoff. Attendees also attended a panel featuring students involved in past FIRE cases. The feedback from the conference was overwhelmingly positive, and we are already looking forward to hosting our third conference in 2010.

HIGH SCHOOL ESSAY CONTEST

FIRE's second annual "Freedom in Academia" essay contest encouraged college-bound high school seniors to reflect on the issue of individual rights by watching two short documentaries about FIRE cases and then writing an essay discussing why free speech and First Amendment rights are crucial to higher education and how abuses of these rights harm education. We received more than 2,700 submissions—nearly twice as many as in 2008!—and in December 2009, we announced eight winners whose essays best explored the role of free speech and individual rights on our nation's campuses. All of the students who participated in the contest will leave for college with a heightened awareness of FIRE's issues and of their own rights on campus.

REVAMPED WEBSITE

The CFN website provides a vital resource for FIRE's ever-growing network of faculty members and students to stay connected and to share strategies, information, and success stories in an online community dedicated to preserving and defending basic rights on campus. The new and improved website launched in October and now gives members the ability to communicate with other CFN members across the nation, access CFN content, add a "widget" to their own website that will display the ratings of their schools' speech codes, and promote CFN-related events on their campuses. The website provides facilities for greater dialogue between FIRE's staff and CFN members, while simultaneously supplying members with resources for mounting successful reform campaigns on their campuses. This unprecedented networking opportunity allows CFN members to share resources, discuss plans, post multimedia documentation of their successes, workshop editorial columns, form alliances, and work from within to fight for individual rights on campus with an exciting new level of proficiency.

INTERNSHIP PROGRAM

Every summer, FIRE hosts undergraduate and law students for ten weeks in our Philadelphia headquarters as part of our Internship Program. In 2009, we were lucky to have seven bright and talented students join our team. Over the course of their time with us, they helped prepare for FIRE's 10th Anniversary Celebration Dinner, conducted legal research, prepared internal reports on trends in public opinion on the First Amendment, debated the finer points of campus liberty with FIRE staff and one another, and blogged about various FIRE issues. We were so happy to have them and wish them many successes in their academic and professional careers.



FIRE'S 2009 INTERNS

Front Row, Left to Right: Tim Nuccio, University of Illinois at Urbana-Champaign, Jesse Naiman, Boston College, Maureen Slack, New York University
Back Row, Left to Right: Daniel Ortner, Brandeis University, Noah Baron, Columbia University, John Cetta, Cornell University

Not Pictured: Legal Intern Alexandra Briggs, Columbia University School of Law

STUDENT ACTIVISM

Not one day goes by when a FIRE staffer isn't collaborating with students to make changes on their campuses that will protect liberties and educate community member about their rights. FIRE is lucky to work with thousands of smart and enthusiastic students dedicated to returning their schools to the marketplaces of ideas they were meant to be. Throughout 2009, Campus Freedom Network members got to work bettering their campuses. On the next page, you can read about a few examples of the great work they did.





BRAUM KATZ

At the College of William & Mary, former FIRE intern Braum Katz led an extensive reform effort from within the student government as Student Assembly Secretary of Student Rights to revise all constitutionally problematic speech codes. This was a huge undertaking, but Braum's passion and drive resulted in William & Mary eliminating the last of its troublesome policies in October and, in turn, becoming the eleventh school to receive a green-light rating from FIRE.

KYLE DUERSTEIN

As a junior at the University of Wisconsin–Milwaukee, Kyle, working with other student government leaders across the University of Wisconsin System, led the fight against proposed changes to the State Administrative Code—the law that governs judicial procedures within Wisconsin's public universities. Kyle organized a statewide speaking tour which brought FIRE's Adam Kissel to lecture at a number of UW System campuses and even to attend a hearing of the UW Board of Regents. Kyle did a tremendous job organizing the entire event, as well as being a persistent defender of the expressive rights of his fellow students. Thankfully, his hard work paid off and the UW Board of Regents agreed to not include the most troublesome elements of the proposed changes to the Code—changes that were originally thought to be unstoppable.



STUDENTS RIGHTS WEEK

More than twenty Students for Liberty-affiliated chapters across the country passed out more than 1,500 copies of FIRE's *Guide to Free Speech on Campus* and more than 500 copies of FIRE's *Guide to First-Year Orientation and Thought Reform on Campus* at orientations and student group fairs on their respective campuses. The effort was part of a coordinated "Students Rights Week" held on campuses across the country. It was the perfect way to kick off the fall semester and inform new and returning students about FIRE, their essential rights on campus, and how to defend them.

In 2007, FIRE launched its Policy Reform Project to proactively and systematically reform college and university policies that violate students' fundamental rights. FIRE staff members review thousands of university policies, target those policies that are particularly egregious, and challenge universities to revise them before they are used to punish speech on campus. Through a combination of proactive letters to administrators and collaboration with students and faculty members on campus, FIRE has challenged hundreds of policies since the project's launch.

Policy REFORM Project

Spotlight: The Campus Freedom Resource



At the heart of the Policy Reform Project is FIRE's Spotlight: The Campus Freedom Resource, our searchable, online database containing comprehensive information about restrictive speech codes at more than 400 colleges and universities. Students, professors, parents, alumni, journalists, and the general public can quickly and easily search Spotlight for detailed information about the policies maintained by specific academic institutions. No other database or organization has attempted to present such a wealth of information on the state of liberty on our nation's campuses.

SPEECH CODE OF THE MONTH

Each month, FIRE names a college or university policy from its Spotlight database as the Speech Code of the Month—a distinction reserved for particularly egregious speech codes. In 2009, FIRE saw a total of nine schools revise their Speech Code of the Month policies, including San Jose State University, where administrators revised a residence hall policy that previously prohibited "publicly telling offensive jokes." At James Madison University, change came quickly after students learned of their school's overly broad policy from FIRE and began advocating for reform. Following two articles in JMU's student newspaper and efforts by members of the Student Government Association, the JMU administration finally revised the unconstitutional policy. Since 2007, fifteen schools have revised their policies after being named FIRE's Speech Code of the Month.

2010 SPEECH CODE REPORT

In November, FIRE released its fourth annual speech code report, which revealed that 71% of schools surveyed maintain policies clearly restricting speech that—outside the borders of campus—is protected by the First Amendment to the Constitution. For the second year in a row, this figure represents a *decrease* in the percentage of schools maintaining unconstitutional policies. While the overall percentage of schools maintaining restrictive policies remains unacceptably high, this trend is an encouraging sign that colleges and universities across the nation are beginning to pay heed to the dangers of maintaining speech codes.

SPEECH CODE LITIGATION PROJECT AND LEGAL TRANSFORMATION PROJECT

FIRE supports precedent-setting litigation in defense of the First Amendment in an effort to end the scourge of unconstitutional speech codes on public campuses and ensure truth in advertising and informed consent on private campuses. Through the Speech Code Litigation Project, cooperating attorneys from FIRE's Legal Network have secured crucial victories at Shippensburg University, Texas Tech University, Citrus College, the State University of New York College at Brockport, the entire California State University System, and most recently, Temple University.

Following the ruling in the case of *DeJohn v. Temple University*, FIRE issued letters via certified mail to 266 colleges and universities and to five university systems alerting them to the ruling and informing them that ignorance of the law is no longer acceptable. This mailing served as a springboard for the launch of FIRE's new Legal Transformation Project at the beginning of 2009. FIRE's Legal Transformation Project seeks both to open dialogues and foster cooperative relationships with university administrators and their legal counsels and, where cooperative efforts fail, to generate increased legal pressure as a means to force change upon the most stubborn administrators. In September, FIRE hired a new Associate Director of Legal and Public Advocacy to assist with these outreach efforts, coordinate FIRE's planned Continuing Legal Education seminars for attorneys, expand FIRE's Legal Network, and author *amicus curiae* briefs to urge courts across the country to ensure that the First Amendment remains protected on our nation's campuses. (Indeed, FIRE has filed three amicus briefs, including one submitted to the Supreme Court of the United States, in the past year.) Additionally, as part of this project, FIRE released a handbook for administrators in late 2009 titled *Correcting Common Mistakes in Campus Speech Policies*. FIRE's first publication written specifically for administrators, this handbook discusses common policy errors and provides guidance to help administrators bring their policies into compliance with the First Amendment.

JUSTICE ROBERT H. JACKSON LEGAL FELLOWSHIP

In 2006, FIRE announced the Justice Robert H. Jackson Legal Fellowship, established in honor of the late Supreme Court justice whose extraordinary commitment to independent thought and constitutional principles serves as a sterling example to FIRE and to all who value freedom and the courage required to sustain it.

FIRE's inaugural Jackson Fellows, Kelly Sarabyn of Yale Law School and Azhar Majeed of the University of Michigan Law School, completed their two-year fellowships in August 2009. As Jackson Fellows, Kelly and Azhar worked closely with FIRE's President and Director of Legal and Public Advocacy on a variety of legal projects, including collaborating with FIRE attorneys on law review articles and assisting with FIRE's Speech Code Litigation Project. During their fellowship term, they also produced several pieces of original legal scholarship on subjects related to FIRE's work, including Kelly's article "The Twenty-Sixth Amendment: Resolving the Federal Circuit Split Over College Students' First Amendment Rights," published in the *Texas Journal on Civil Liberties and Civil Rights*, and Azhar's article "Defying the Constitution: The Rise, Persistence, and Prevalence of Campus Speech Codes," published in the *Georgetown Journal of Law & Public Policy*.

With the close of the first fellowship term, FIRE hired a new Jackson Fellow: Erica Goldberg of Stanford Law School. Erica comes to FIRE with an exceptionally strong legal background, having worked for two years as an appellate attorney at Latham & Watkins in Washington D.C. prior to joining FIRE's New York office in September 2009.



LOOKING FORWARD

In 2009, FIRE celebrated a significant milestone: the ten-year anniversary of our fight to defend the individual rights of beleaguered students and faculty members on campuses nationwide. Looking back over our first ten years, we can confidently say that we have accomplished much, and that we are steadily gaining ground against the powerful higher education industry. However, looking forward to 2010 and beyond, we know that we still have a long way to go to restore our nation's colleges and universities to their proper role as marketplaces of ideas—but with an array of exciting new initiatives up our sleeves, we're up to the challenge.

We enter 2010 amid an atmosphere ripe for change. There is no better time to launch the largest legal push to abolish speech codes in our history. FIRE will coordinate additional speech code litigation cases, generating important legal precedents and sending a powerful warning to administrators. We will host a Continuing Legal Education course to recruit new allies in the legal profession as partners in our reform efforts. We will author additional *amicus curiae* briefs weighing in on court cases that have important implications for civil liberties on campus. Finally, through our Legal Transformation Project, we will continue to reach out to administrators to encourage them to work with FIRE to reform their policies before they find themselves struggling to defend those policies in a court of law.

In 2010, FIRE will also extend our public awareness efforts with the launch of a one-

year video fellowship. FIRE handles cases that are often so outrageous that words alone cannot do them justice; these cases must be seen to be believed. We are confident that once our video fellow captures FIRE's cases on film, they will grab the attention of the public, bringing even more public pressure to bear against administrators as a driving force for change.

FIRE will also launch an exciting Give Half for Liberty campaign that will strive to generate reform on campuses by hitting administrators where it hurts: their bottom line. Through this campaign, we will encourage individuals who support a school that fails to protect free expression to donate half of what they would have given to that school to FIRE instead—and we will notify administrators of the funding that they have lost and will continue to lose donations until they ensure that their campuses are havens for free speech and debate.

Throughout 2010, FIRE will be putting a price—both legal and monetary—on the violation of individual liberties on campus. When the cost of violating student and faculty rights becomes too high, the number of speech codes in force at schools across the nation will begin to fall at an unprecedented rate. Moving forward, FIRE is setting the wheels of policy reform into motion, and we are confident that our next decade will bring significant changes in the culture of higher education—changes that will take root in 2010.



FIRE'S 2009 STAFF

*Front Row, Left to Right: Alisha Glennon, Claire Jenkins, Sean Clark, Greg Lukianoff, Jennifer Feden,
Erica Goldberg, Adam Kissel, Robert Shibley*

*Back Row, Left to Right: Azhar Majeed, Erin Osovets, Amanda Gonzalez, Will Creeley, Brandon Stewart,
Peter Bonilla, Luke Sheahan*

Not Pictured: Samantha Harris

FINANCIAL STATEMENTS

Balance Sheet		
	2009	2008
ASSETS		
Cash and equivalents	\$2,344,523	\$1,727,404
Pledge receivable	51,700.00	137,500.00
Prepaid expenses	107,268.00	165,654.00
Security deposits	31,704.00	31,704.00
Fixed assets, net	<u>111,293.00</u>	<u>70,652.00</u>
TOTAL ASSETS	<u>\$2,646,488</u>	<u>\$2,132,914</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	\$14,618	\$41,701
Accrued expenses	-	21,237
Notes Payable - Current	21,346	-
Notes Payable - Non-current	<u>24,905</u>	-
Total Liabilities	<u>60,869</u>	<u>62,938</u>
Net Assets		
Unrestricted	1,628,524	1,520,064
Temporarily Restricted	933,811	526,667
Permanently Restricted	<u>23,284</u>	<u>23,245</u>
Total Net Assets	<u>2,585,619</u>	<u>2,069,976</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$2,646,488</u>	<u>\$2,132,914</u>
Statement of Activities		
SUPPORT AND REVENUE		
Contributions	\$2,666,988	\$2,239,769
Investment Income	5,393	29,330
Event Income	107,910	-
Other Income	<u>11,036</u>	<u>290</u>
TOTAL SUPPORT AND REVENUE	<u>2,791,327</u>	<u>2,269,389</u>
EXPENSES		
Program services	1,771,802	1,644,174
Administrative services	235,415	223,735
Development	<u>268,467</u>	<u>180,424</u>
TOTAL EXPENSES	<u>2,275,684</u>	<u>2,048,333</u>
INCREASE (DECREASE) IN NET ASSETS	515,643	221,056
NET ASSETS: Beginning of year	<u>2,069,976</u>	<u>1,848,920</u>
NET ASSETS: End of year	<u>\$2,585,619</u>	<u>\$2,069,976</u>

* FIRE received a gift of \$500,000 in December 2009, which was restricted from use until the 2010 fiscal year.