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Annual Report
2008

Foundation for Individual Rights in Education

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Mission

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.

A MESSAGE FROM THE PRESIDENT

2008 was a year of profound accomplishments for FIRE. While some colleges continued to show an appalling disregard for the fundamental rights of students and faculty members, FIRE was able to secure groundbreaking victories for civil liberties on college campuses and in courts of law. Equally important, FIRE dramatically expanded its educational programs to ensure that campus community members know their rights and how to protect them.

Among our most significant victories of 2008 was the reversal of the racial harassment finding against a student-employee for reading a book at Indiana University–Purdue University Indianapolis. In this case, someone literally judged a book by its cover and complained to school administrators that the photo of Klansmen on the cover offended her. The school shockingly found student-employee Samson guilty of racial harassment without even conducting a hearing. The book actually celebrates the defeat of the Ku Klux Klan by Notre Dame students in the 1924 riots.

Another crucial development of 2008 was the Third Circuit Court of Appeals' finding in *DeJohn v. Temple University* that held a Temple University policy—their former sexual harassment policy—to be unconstitutional. FIRE filed an amicus brief and alerted 266 schools that maintain similar speech codes via certified mail to the potential legal ramifications of their policies. The *DeJohn* case could be a game-changer in our fight to reform the unconstitutional policies riddling college campuses.

In terms of our educational efforts, we have expanded in all directions. Our Campus Freedom Network recruited upwards of 1,500 members; we unveiled our Multimedia Project, which includes five short films and weekly podcasts, and we held our first-ever essay contest, giving high school students the opportunity to learn about FIRE issues with a chance to win a college scholarship. These educational efforts, among others, have helped us to get our message out to a much wider audience, strengthening our fight for liberty.

2008 also saw the opening of FIRE's New York City office. The new office has allowed us regular contact with some of our most important supporters and allies, while giving us greater access to the news media capital of the world.

As FIRE reaches its 10th anniversary in 2009, I am confident that with continued support from donors, friends, and allies, FIRE will win more victories, teach more students and professors about their rights on campus, and reach more people with our mission. FIRE's collective voice will grow louder and our tools for creating change will become more effective.

I am thankful for another successful year and am looking forward to getting to work in 2009, when we will begin to change campus culture whole campuses at a time!

Yours,



Greg Lukianoff



Individual Rights Education Program

The Individual Rights Education Program (IREP) encompasses FIRE's effort to inform the public about the abuses of liberty taking place on college campuses and what citizens can do to fight back. Through multiple mediums, FIRE is arming students, professors, and parents with the know-how to recognize unconstitutional repression and to put an end to it. In 2008, IREP was more successful than ever in reaching a large and diverse audience with FIRE's issues. New initiatives like FIRE's Campus Freedom Network and the Multimedia Project took center stage as existing projects continued to expand and improve.

CAMPUS FREEDOM NETWORK

A closely knit coalition of students and faculty members from schools across the country, the Campus Freedom Network (CFN) advances FIRE's mission by providing resources and educational opportunities to students and faculty members engaged in advancing individual rights on campus. The goal is to encourage energetic students and faculty members to pressure their administrations to change illiberal and unconstitutional policies. To facilitate this activity, the CFN arranges speeches by FIRE speakers, rewards active students through an incentive program, organizes an annual FIRE summer conference, and bolsters FIRE's programs with grassroots support. By organizing students and faculty, the CFN strives to change the culture of censorship on college campuses from the inside.



2008 CFN CONFERENCE

The 2008 summer conference, "Reclaiming Your Rights on Campus: Free Speech vs. Speech Codes," was the first large-scale effort by the Campus Freedom Network to bring students from across the country together in person with some of the foremost national experts on free speech, due process, and religious liberty.

The three-day, two-night conference took place at the Doubletree Hotel in downtown Philadelphia from Thursday, June 26th to Saturday, June 28th. Famed journalist

and Manhattan Institute scholar John Leo and professor and author KC Johnson delivered the keynote addresses. Students also listened to presentations from FIRE co-founder Harvey Silverglate, Steve Aden of the Alliance Defense Fund, Stanford Law Professor Derek Shaffer, FIRE President Greg Lukianoff, filmmaker Evan Coyne Maloney, and a panel comprised of students from prominent FIRE cases. The feedback from the 51 attendees was overwhelmingly positive, with most students expressing that they would love to return in 2009.

WEBSITE AND INCENTIVE PROGRAM

To expand its ability to provide resources and interactive opportunities for students and faculty members across the country, FIRE launched a fully redesigned and stand-alone CFN website in February. The new website advances the CFN's mission by allowing students and faculty members to communicate quickly and effectively, both with each other and with FIRE, in order to defend liberty on their campuses.

Drawing from FIRE's vast library of educational resources, the CFN website empowers students to be their own advocates on campus, and provides new opportunities to network and share strategies with students across the country. The site contains a members-only message board, multimedia resources, comprehensive information on how to bring FIRE speakers to campus, and FIRE's speech code website widgets. The website also contains information on how students can become effective activists for reform on their campuses. Whether students

want tips on writing op-eds, information on their school's speech codes, or even examples of what other students have done on their campuses, the CFN website is an excellent resource for our growing ranks of liberty-minded students.

Possibly the most exciting development for the new website was the launch of the CFN incentive program. When students recruit new members, post a FIRE widget, publish op-eds about FIRE issues, or host FIRE speakers, they can earn points and receive prizes including books, gift certificates, and FIRE promotional items. FIRE inducts students with the highest point totals into the CFN's elite Prometheus Society and invites them to attend the summer conference. The CFN member with the most points at the end of each semester receives the choice of either a \$2,500 college scholarship or a technology bundle including an HDTV, a MacBook, an iPod, and a digital camera.

HIGH SCHOOL ESSAY CONTEST

FIRE's "Freedom in Academia" student essay scholarship contest was our first large-scale effort to reach out to college-bound high school seniors. Students were invited to write an essay about how college administrators have betrayed the purposes of a university and have violated the constitutional guarantees of free expression based on FIRE's documentaries, *FIRE on Campus: An Introduction to the Foundation for Individual Rights in Education* and *FIRE in Action: Valdosta State University*.

FIRE distributed flyers to nearly 10,000 high schools and received 1,500 essay submissions from students who will now attend college with a heightened awareness of FIRE's issues. FIRE chose two winners: Laura Fitzpatrick of Groton Dunstable Regional High School (Groton, MA) and Matthew Hancock of Serena High School (Serena, IL). Laura will receive a \$5,000 scholarship for first place and Matthew will receive a \$2,500 scholarship for second place. Steven Zavala of Three Rivers High School (Three Rivers, MI) was awarded an honorable mention and will receive a \$500 scholarship. Congratulations to the winners!

POLICY REFORM PROJECT

FIRE's efforts in the area of policy research and reform systematically challenged immoral and unconstitutional policies on campuses across the nation through a combination of letters to administrators, student collaboration, and public exposure. Throughout 2008, FIRE utilized many components within the Policy Reform Project, Spotlight, and related efforts to successfully and proactively reform twelve policies that violated 160,000 students' fundamental rights. Perhaps most importantly, our hard work developing the Policy Reform Project this year has laid the groundwork for hundreds of future policy reforms.



THE SPEECH CODE LITIGATION PROJECT AND PLACING CAMPUS ADMINISTRATORS ON LEGAL NOTICE

Another policy reform effort undertaken by FIRE in 2008—and one with significant potential to effect change—came in the wake of an August ruling by the United States Court of Appeals for the Third Circuit in the case of *DeJohn v. Temple University*. The Speech Code Litigation Project's sixth straight win, this ruling struck down a Temple University speech code—the university's former sexual harassment policy—on First Amendment grounds and sent a powerful message to public colleges and universities that unconstitutional restrictions on student speech have no place at our nation's public institutions of higher education.

Following this decisive ruling, FIRE issued a mailing—via certified mail—to 266 individual 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. Each of these 266 schools is a public college or university that has received a “red-light” or “yellow-light” rating in FIRE's Spotlight: The Campus Freedom Resource.

FIRE is confident that these letters have the potential to effect large-scale policy reform because they warn administrators about the judicial intolerance of unconstitutional speech codes demonstrated by *DeJohn*; inform them of the frequency with which similar speech codes have been struck down in federal courts across the country over the past two decades; and alert them to the possibility that, in light of the well-settled law, administrators may no longer be able to claim qualified immunity as a defense to unconstitutional censorship—meaning that individual administrators may be held personally liable for maintaining speech codes at their institutions.

SPOTLIGHT: THE CAMPUS FREEDOM RESOURCE

Spotlight, a comprehensive, searchable database of restrictions on liberty at colleges and universities across the nation, continued to be at the heart of FIRE's Policy Reform Project. Every day, FIRE staff spent hours researching school speech codes to update and expand the database. Not only is Spotlight an indispensable resource for high school students and parents researching prospective schools, but it also provides the necessary foundation for FIRE's day-to-day activities.

2009 SPEECH CODE REPORT

FIRE's third annual report on campus speech codes, *Spotlight on Speech Codes 2009: The State of Free Speech on Our Nation's Campuses*, found that American colleges and universities continue to systematically violate students' and faculty members' right to freedom of expression. Of the 364 institutions surveyed in the report, approximately 270 of them—74 percent—maintain policies that clearly restrict speech that is protected by the First Amendment. The incidence of unconstitutional speech codes is significantly higher at public universities (77%) than at private universities (67%), which is striking in light of the fact that public universities, as government entities, are obligated to uphold the guarantees of the First Amendment.

SPEECH CODE OF THE MONTH

Each month, FIRE identifies a particularly egregious speech code within the Spotlight database as our Speech Code of the Month (SCOTM). In 2008, we saw four SCOTM schools change the policies in question due to the negative publicity generated by a SCOTM designation. One school, the University of Utah, changed its policy less than one week after FIRE announced it as our February 2008 Speech Code of the Month. Because the school eliminated its unconstitutional policies, the University of Utah now earns FIRE's most favorable speech code rating, a “green light.” Other schools to revise SCOTM policies in 2008 include the University of Northern Iowa, Pennsylvania State University, and Valdosta State University. Since June 2005, fifteen universities have revised their policies as a result of being named FIRE's Speech Code of the Month.



MULTIMEDIA PROJECT

At the end of 2007, FIRE promised to make 2008 the year that FIRE cultivated multimedia and utilized its reach to inform a large and diverse audience about FIRE issues. With the release of five short films and 35 episodes of FIRE's podcasting series, *FIREside Chats*, FIRE was able to offer further insight into recent cases, controversies, and issues affecting higher education.

A second episode of PBS's *Voices of Vision* series showcasing FIRE was completed in late spring and highlighted our cases at Le Moyne College, where a graduate student was expelled for defending corporal punishment in the classroom; at SUNY Fredonia, where a professor was denied a promotion for publicly disagreeing with the university's student conduct policies and affirmative action practices; and at the University of New Hampshire, where a student was evicted from his dorm and forced to live in his car for posting a flyer that joked about the "freshman 15." The episode also gave a fresh, inside look into the daily operations of the FIRE office, including our case selection process.

FIRE also independently produced two short films in 2008. The first, *FIRE on Campus*, serves as an introduction to FIRE, its principles and issues, and its commitment to liberty on campus. It then turns to FIRE's case at San Francisco State University, where students endured a months-long investigation for stomping on Hamas and Hezbollah flags during an anti-terrorism protest. The second, *FIRE in Action*, showcases FIRE's fight against Valdosta State University's (VSU's) unconstitutional free speech zone policy. Released in early 2008, it chronicles FIRE's victory on behalf of VSU student Hayden Barnes, who was expelled for engaging in peaceful protest.

In December, FIRE released the short documentary *Political Correctness vs. Freedom of Thought—The Keith John Sampson Story*. The effort was a partnership with filmmaker Andrew Marcus, telling the story of Keith John Sampson, a student-employee at Indiana University–Purdue University Indianapolis who was found guilty of racial harassment for merely reading the book *Notre Dame vs. the Klan: How the Fighting Irish Defeated the Ku Klux Klan* during his work breaks.

FIRE's Multimedia Project has been a success because it allows viewers to take an inside look at the real people and stories behind our cases. In 2009, FIRE will continue producing short documentaries and podcasts with the hope of alerting even more people to the issue of censorship and speech codes on campus.



INTERNSHIP PROGRAM

Each summer, FIRE hosts a class of undergraduate interns in the Philadelphia office. Our 2008 class was an exceptional group of students with an unparalleled passion for FIRE issues. During the summer, they wrote blogs for *The Torch*, assisted with Spotlight research, and brought a lot of spirit to the FIRE office. While it was sad to see them go at the end of the summer, they returned to their campuses as FIRE ambassadors, writing op-eds in student newspapers and challenging their administrations to reform unconstitutional policies. FIRE wishes each of them the best of luck in their academic and professional careers.

Left to Right: **Melissa Kaplan**, Muhlenberg College; **Michael Davidson**, Princeton University; **Maggie Rackl**, College of Charleston; **Jacob Summerhays**, Columbia University; **Jaclyn Hall**, University of Pennsylvania; **Brian Mink**, University of Georgia

Individual Rights Defense Program

The Individual Rights Defense Program (IRDP) 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. The program provides direct assistance to students and professors through advocacy and public exposure of institutional abuses.

Since FIRE's founding in 1999, IRDP's work has been at the heart of our mission to defend and sustain individual rights on campus. In the past ten years, FIRE has successfully fought battle after battle in the ongoing war against unconstitutional and repressive campus policies and administrators. To date, FIRE has secured 136 public victories at 110 colleges and universities with a total enrollment in excess of 2.3 million. FIRE is directly responsible for changing unconstitutional or repressive policies affecting more than 1.4 million students at nearly 70 of these schools. Through our casework, FIRE has gained such a formidable reputation in the eyes of university administrators that we are able to defend and restore individual rights quickly and inexpensively. Just a single letter from FIRE coupled with the threat of public exposure can lead a university to change policies and end unconstitutional practices. For the same cost as a single case handled by a law firm, FIRE can successfully defend individual rights at dozens of universities.

In defending the rights of students and professors from across the ideological spectrum, FIRE's Individual Rights Defense Program uses the full range of FIRE's resources—legal and policy expertise, fearless advocacy, copious media contacts, and a vast network of willing attorneys—to resolve disputes, raise awareness, and help entrenched individuals protect their most fundamental rights on campus.

MAJOR DEFENSE CAMPAIGNS OF 2008:

MICHIGAN STATE UNIVERSITY

Student Kara Spencer carefully selected and e-mailed 8% of MSU's faculty to encourage them to express their views about proposed changes to the academic calendar. Two days later, a school administrator alleged that she had violated university policies by sending unauthorized "spam." Soon after, a university hearing found Spencer guilty of "spamming." FIRE organized a coalition of thirteen civil liberties organizations to send an open letter to MSU President Simon challenging both the university's spam policy and its application against Spencer. Following this letter, Spencer appealed her punishment—and MSU backed down, withdrawing the charges against her. MSU will remain on FIRE's Red Alert list until it reforms its overly restrictive "spam" policy.



BINGHAMTON UNIVERSITY

Master's student Andre Massena posted flyers challenging the university's Department of Social Work for having hired as a faculty member the executive director of the Binghamton Housing Authority—an agency Massena thought was responsible for social injustice. Despite failing to specify any alleged charges against Massena, the department ordered him to leave the program for one year with no guarantee of return, required him to apologize, and demanded that he publicly disavow his own views. When Massena appealed, the department's chair added entirely new allegations—including 51 pages of new material—and recommended his expulsion. After FIRE reminded administrators of Massena's constitutional rights and exposed the university's egregious actions to alumni, the media, and the public at large, the Department of Social Work quickly dropped its charges against Massena.



VALDOSTA STATE UNIVERSITY

VSU maintained a policy that restricted the free expression of all "persons wishing to speak on campus" to one small stage, the use of which was limited to two non-consecutive hours per day—and to weekdays only. Following intense pressure not only from FIRE but also from the media and the public, VSU revised this policy and effectively restored freedom of expression to its entire 168-acre campus. This policy revision also led to VSU's removal from FIRE's Red Alert list.



MAJOR DEFENSE CAMPAIGNS OF 2008:

UNIVERSITY OF DELAWARE

In the wake of the Orwellian thought-reform program that FIRE brought to an end in 2007, administrators at UD again unconstitutionally denied students fundamental rights in 2008 when they prohibited students from distributing student newspapers without prior approval and banned the distribution of anonymous published materials altogether. Administrators told students that distributing the student newspaper *The LampLighter* counted as a “solicitation” and would require a permit from the city of Newark. When the students reminded the administrators of the constitutional right to distribute materials, one administrator responded: “According to policy, they don’t.” FIRE sent a letter to UD President Patrick Harker pointing out the constitutional infirmities in the policy, and it was quickly changed.



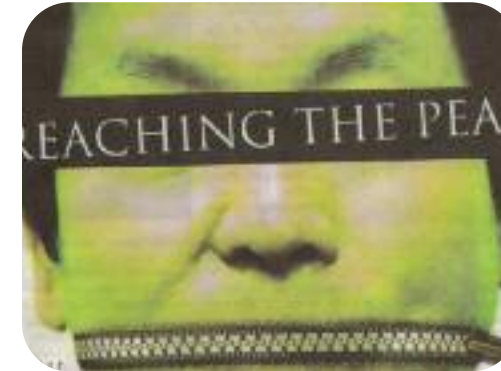
TARRANT COUNTY COLLEGE AND LONE STAR COLLEGE

In 2008, these Texas schools acted with little regard for the Constitution and their own principles of freedom of expression by suppressing speech pertaining to guns. At Tarrant County College, students were prohibited from silently protesting the school’s policy that forbids students with concealed carry licenses from carrying concealed handguns on campus. Students who symbolically wore empty holsters were told that if they wanted to protest they would have to do it in the school’s tiny and restrictive free speech zone. Lone Star College–Tomball threatened a student group with probation and derecognition after the group distributed a satirical flyer about “Top Ten Gun Safety Tips.” FIRE will continue its efforts to show these schools that protest and satire are constitutionally protected forms of expression.



INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

In another shocking case—one of the most outrageous in FIRE’s history—administrators at Indiana University–Purdue University Indianapolis (IUPUI) found a student-employee guilty of racial harassment merely for reading the book *Notre Dame vs. the Klan: How the Fighting Irish Defeated the Ku Klux Klan* during work breaks. IUPUI’s Affirmative Action Office alleged that by reading the book on the defeat of the KKK in the break room, Sampson had engaged in racial harassment. In response to public pressure from FIRE, IUPUI cleared Sampson’s record, personally apologized to him, and pledged to reexamine its internal complaint procedures to avoid a repeat of the incident.



COLORADO COLLEGE

Another case involving a satirical flyer occurred at Colorado College, where two students were found guilty of violating the school’s conduct code about “violence” when they posted a flyer called “The Monthly Bag.” The flyer was a clear parody of “The Monthly Rag,” a regular publication of the Feminist and Gender Studies Program, and it did not threaten any violence. Even after FIRE’s intervention, the school continues to brazenly violate its own promise of freedom of expression, as well as both fairness and common sense. Colorado College has earned its place on FIRE’s Red Alert list and will stay there until its president, Richard Celeste, renews the college’s commitment to freedom of expression and overturns the unjust punishments.

ST. LOUIS COMMUNITY COLLEGE

Under pressure from FIRE, STLCC fully exonerated student Jun Xiao of hazing and disorderly conduct charges stemming from e-mails he sent inviting his classmates to join him in taking a class at a different college. FIRE wrote to STLCC’s president, reminding him of the college’s obligations as a public institution to uphold students’ rights to free speech and basic due process. STLCC first attempted to justify Xiao’s punishment by changing the basis of the complaints against him, but with the assistance of the ACLU of Eastern Missouri, Xiao and STLCC signed a settlement agreement. STLCC agreed to “immediately dismiss all disciplinary charges against Jun Xiao,” to remove all related records from his permanent file, and to restore his e-mail access.

BRANDEIS UNIVERSITY

Brandeis University punished Professor Donald Hindley, a nearly 50-year veteran of teaching, for his use of the term “wetbacks”—in the context of a critique of the term—in his course on Latin American politics. The administration quickly placed a monitor in Hindley’s classroom, convicted him of racial harassment, and denied him a formal hearing and written statement of the accusations against him. FIRE, as well as students and faculty at Brandeis, alumni, and the public were appalled that university administrators would so blatantly ignore the spirit of the Bill of Rights—as well as plain common sense—and wrongfully punish a respected scholar simply for discussing a word someone found offensive. Brandeis continues to make a mockery of free speech, and FIRE continues to be determined to put an end to this behavior.

FIRE'S RED ALERT LIST IN U.S. NEWS & WORLD REPORT

In 2008, FIRE used new, high-visibility measures to expose the “worst of the worst” when it comes to liberty on campus. Five schools had earned places on FIRE’s Red Alert list by displaying a severe and ongoing disregard for the fundamental rights of their students or faculty members, and they deserved additional notoriety for their offenses.

In August, FIRE ran a full-page advertisement in *U.S. News & World Report’s* “America’s Best Colleges” issue warning prospective students against attending the schools on our Red Alert list. Soon after the issue hit the stands, Valdosta State University, one of the schools shamed in the advertisement, reformed its “free speech zone” policy and was removed from our list. The advertisement also brought more than 120,000 new visitors to FIRE’s website. Unfortunately, another inductee has since joined the ranks of Red Alert schools.

Currently, the following schools are on FIRE’s Red Alert list:

BRANDEIS UNIVERSITY
COLORADO COLLEGE
JOHNS HOPKINS UNIVERSITY
MICHIGAN STATE UNIVERSITY
TUFTS UNIVERSITY

APPARENTLY, THERE’S NOT ENOUGH ROOM ON VALDOSTA STATE UNIVERSITY’S CAMPUS FOR A NEW PARKING GARAGE AND HAYDEN BARNES’ FIRST AMENDMENT RIGHTS.

Everyone’s entitled to an opinion, unless you happen to be at Valdosta State University. Just ask Hayden Barnes. When he voiced opposition to the building of a campus parking garage, he was expelled from the university. That’s just one of the blatant student and faculty rights violations that have earned Valdosta State a place of dubious distinction on FIRE’s Red Alert list.

FIRE’s Red Alert

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

Red Alert institutions have displayed a severe and ongoing disregard for the fundamental rights of their students or faculty members. They are the “worst of the worst” when it comes to liberty on campus.

See who else is violating individual rights on campus. Visit:

theFIRE.org

2008 Media Successes

Through new technologies and endless opportunities via the Internet, FIRE was able to utilize videos, podcasts, and online marketing materials to promote the cause of sustaining liberty on campus. With this new online surge came coverage in many online media outlets exposing FIRE to nearly 81 million online readers. This increase in online exposure attracted more visitors to FIRE's website—which is becoming a news outlet of its own—and the number of unique monthly visitors doubled from 55,000 per month in 2007 to 110,000 per month in 2008.

TOP 15 NEWS STORIES

Newsday. 01/11/2008, "College faculty in Bergen oppose proposed code of conduct," by Associated Press (AP)

The Boston Globe. 01/24/2008, "Brandeis professor under fire for description of racial epithet," by Mark Pratt

Boston Herald. 01/27/2008, "Shhh! Free speech crackdown on campus," by Margery Eagan

The Indianapolis Star. 03/25/2008, "Book-reading IUPUI worker deserved better," by Azhar Majeed

The Huffington Post. 03/31/2008, "Breaking news: Offensive and untrue material discovered on Internet!," by Greg Lukianof

Los Angeles Times. 04/14/2008, "Marxist professors or sensitive students?," by Michael Shermer and Greg Lukianoff

Denver Post. 04/12/2008, "Joking students called on the carpet," by Jenel Stelton-Holtmeier

New York Post. 05/09/2008, "My 'racial harassment' nightmare," by Keith John Sampson

Houston Chronicle. 05/23/2008, "Student says college violated rights by banning protest," by Angela K. Brown

The Wall Street Journal. 07/07/2008, "American politics aren't 'post-racial'," by Dorothy Rabinowitz

The New York Times. 07/14/2008, "IUPUI says sorry to janitor scolded over KKK book," by Associated Press

Forbes Magazine. 09/26/2008, "The Coddling Campus," by Harvey Silverglate

The Washington Times. 09/29/2008, "Fear and intimidation at Brandeis U.," by Nat Hentoff

Chicago Tribune. 10/03/2008, "At U. of I., a question of supporting candidates on campus," by Megan Twohey

FOXNews.com. 12/05/2008, "Michigan State University student faces suspension for e-mailing letter to professors," by Jennifer Lawinski

TOP 5 MEDIA APPEARANCES

Encounter Magazine, KSIV 1320 AM. 03/03/08. Topic: FIRE's cases at STLCC and University of Delaware. (Adam Kissel)

CBS Evening News. 03/30/08. Topic: Juicy Campus. (Greg Lukianoff)

NRA News. 05/29/08. Topic: FIRE's case at Tarrant County College. (Adam Kissel)

The Milt Rosenberg Show, WGN Radio. 12/20/08. Topic: FIRE's recent cases. (Greg Lukianoff)

The Vicki McKenna Show, 1310 WIBA. 12/31/08. Topic: Spotlight on Speech Codes report. (Samantha Harris)

Looking Forward

For FIRE, 2008 was a year of momentum building that saw the successful launch of several ambitious initiatives. Now, as we look to our ten-year anniversary in 2009, FIRE plans to leverage our growing momentum to start and to grow programs that will bring renewed vigor to the fight for liberty on campus and lay the foundation for even greater future success.

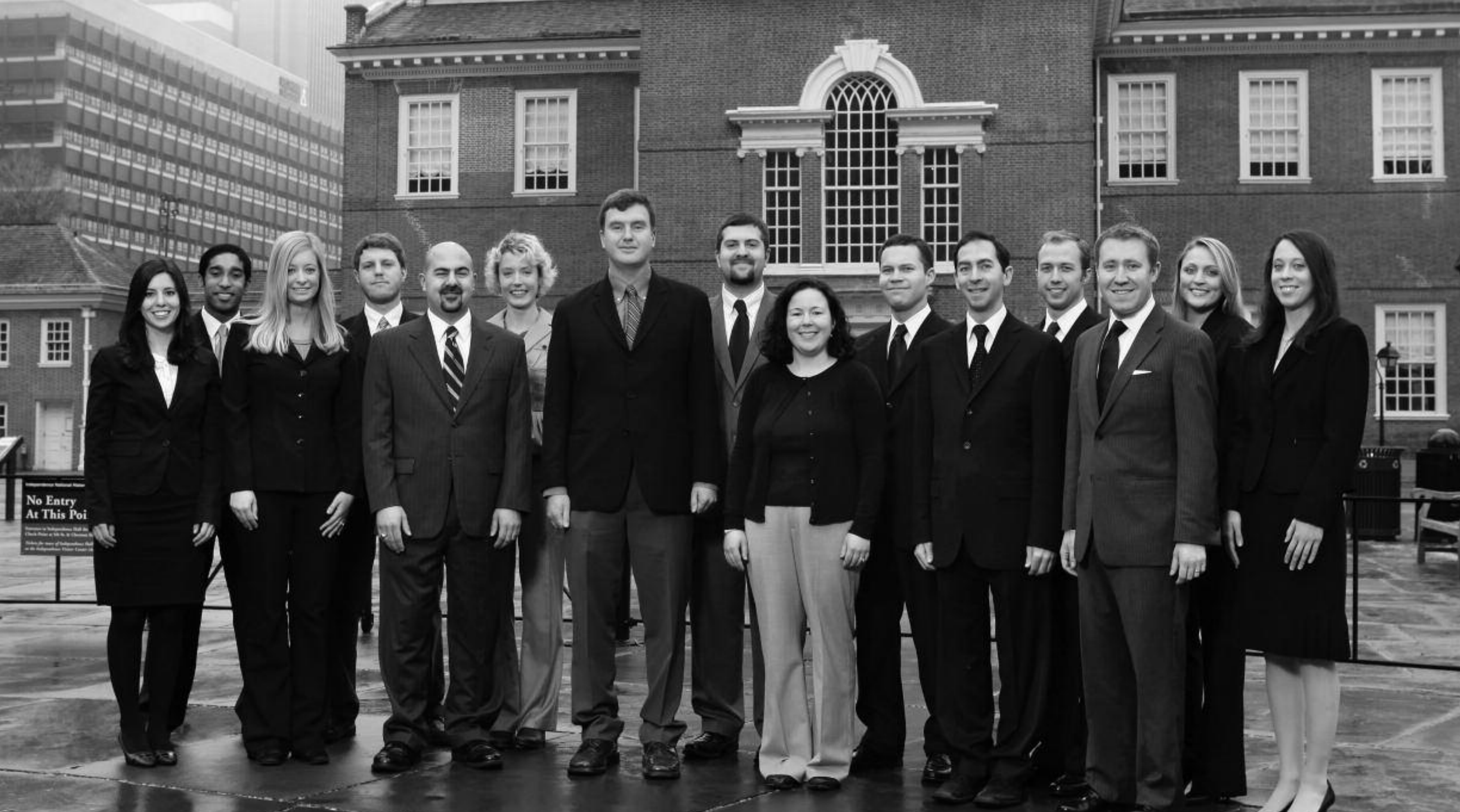
FIRE has a wealth of exciting new initiatives planned for 2009, but perhaps the most exciting is the landmark celebration of FIRE's ten-year anniversary. To celebrate a decade of hard work and victories in the name of individual rights—and to pay tribute to all who made those victories possible—FIRE will be hosting events all across the country throughout the year, culminating in our 10th Anniversary Celebration in New York City in October.

While 2009 will be a year of celebration, it will also be a year of hard work. In an increased push to generate lasting change on campus, FIRE will step up our outreach to administrators and heighten our efforts to drive litigation as we strive to show campus policymakers that continuing to maintain unconstitutional policies just isn't worth it.

We will continue to grow the Campus Freedom Network (CFN)—our grassroots coalition of liberty-minded campus community members—which this year alone more than quadrupled its membership. CFN members have proven to be a powerful force for change on campus, and FIRE will provide new activism resources in 2009 to help them become even more effective advocates for freedom.

We will also take our multimedia efforts to a new level with the launch of a revamped website that will feature new functions, increased interactivity, and more ways than ever before for FIRE supporters to get involved and to make a difference. We will produce even more video content—and we even have plans for a short documentary that will reflect back on FIRE's accomplishments of the last ten years.

As we move into our tenth anniversary year, FIRE will also continue to do what we do best: defend the rights of wronged students and professors and hold administrators accountable to the public. More than that, we will focus this year on changing lives not just one individual at a time, but whole campuses at a time. With exciting new initiatives and more voices than ever joining the call for reform, FIRE plans to make our ten-year anniversary a year that those who continue to trample on the Constitution will not soon forget.



FIRE'S STAFF

Back Row, Left to Right: Azhar Majeed, William Creeley, Kelly Sarabyn, Brandon Stewart, Peter Bonilla, Luke Sheahan, Alisha Glennon, Jennifer Feden
Front Row, Left to Right: Claire Jenkins, Erin Osovets, Robert Shibley, Greg Lukianoff, Samantha Harris, Adam Kissel, Sean Clark

FINANCIAL STATEMENTS

STATEMENTS OF FINANCIAL POSITION

	2008	2007
ASSETS		
Cash and cash equivalents	\$1,727,404	\$1,551,399
Investments	-	29,435
Pledge receivable	137,500	42,000
Prepaid expenses	165,654	186,508
Security deposits	31,704	31,704
Fixed assets, net	<u>70,652</u>	<u>52,993</u>
TOTAL ASSETS	<u>\$2,132,914</u>	<u>\$1,894,039</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	\$41,700	\$44,629
Accrued expenses	21,237	490
Total Liabilities	<u>62,938</u>	<u>45,119</u>
Net Assets		
Unrestricted	1,520,064	1,786,137
Temporary restricted	526,667	40,000
Permanently restricted	<u>23,245</u>	<u>22,783</u>
Total Net Assets	<u>2,069,976</u>	<u>1,848,920</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$2,132,914</u>	<u>\$1,894,039</u>

STATEMENTS OF ACTIVITIES

	2008	2007
SUPPORT AND REVENUE		
Contributions	\$2,239,769	\$1,735,610
Investment income	29,330	53,230
Other income	290	1,189
Satisfaction of program restrictions	-	-
Satisfaction of time restriction	-	-
TOTAL SUPPORT AND REVENUE	<u>2,269,389</u>	<u>1,789,029</u>
EXPENSES		
Program services	1,644,174	1,244,342
Administrative services	223,735	137,977
Development	<u>180,424</u>	<u>137,355</u>
TOTAL EXPENSES	<u>2,048,333</u>	<u>1,519,674</u>
INCREASE IN NET ASSETS	221,056	270,355
NET ASSETS: Beginning of year	<u>1,848,920</u>	<u>1,578,565</u>
NET ASSETS: End of year	<u>\$2,069,976</u>	<u>\$1,848,920</u>