

AGENDA ITEM: IX.E.

Florida Polytechnic University

Board of Trustees

September 28, 2022

Subject: University Civil Discourse Implementation Plan

Proposed Board Action

Approval the University Civil Discourse Implementation Plan.

Background Information

The Board of Governors approved recommendations that are designed to ensure a climate of free expression and civil discourse on each university campus. These recommendations can be found in the Board of Governors' Civil Discourse Final Report. The University is required to develop a plan to implement the recommendations. The Board of Trustees must approve the plan prior to submission to the Board of Governors.

The University created a Civil Discourse Committee to review the Board of Governors' civil discourse recommendations and develop a plan to implement the BOG's recommendations. The Committee consisted of members representing the General Counsel's Office, Faculty, Human Resources, Academic Affairs, Student Affairs, Student Government Association, and the Office of the President.

The Committee collected information on the University's existing efforts on civil discourse and reviewed those efforts to ensure they are consistent with the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.

Supporting Documentation:

1. University Civil Discourse Plan
2. BOG's Civil Discourse Final Report

Prepared by: Melaine Schmiz, Associate General Counsel

The Board of Governors as Advocate – Recommendation I

The Board of Governors expects that the leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse by promoting, supporting, and regularly evaluating adherence to the principles set forth in the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.

Describe the operationalization of the Board's commitment to the Statement of Free Expression and cultivation of a culture of civil discourse under the appropriate category (in progress or implemented). If "in progress," please add the anticipated implementation date.	
In Progress	Implemented
Completed	Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse Developed a Civil Discourse Committee. The Committee was comprised of members representing the General Counsel's Office, Faculty, Human Resources, Academic Affairs, Student Affairs, Student Government Association, and the Office of the President. The Committee collected information on the University's existing efforts on civil discourse and reviewed those efforts to ensure they are consistent with the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings. The Committee developed recommendations for the University to further operationalize the Board's commitment to open-minded and tolerant civil discourse.

If "in progress," anticipated implementation date:

University Planning – Recommendation II

The Board of Governors recommends that each university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. The Board of Governors will include similar statements and principles in its Strategic Plan for the State University System.

Use the drop-down arrows in columns A and B to indicate if the university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. If "in progress," please add the anticipated completion date.

Accountability Plan

Strategic Plan

In Progress

In Progress

If "in progress," anticipated completion date: **Spring 2023**

Spring 2023

University Leadership – Recommendation III

The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse. NOTE: The first review should be completed during the 2022-2023 academic year.

Use the drop-down arrows in columns B, C, and D to indicate if the university board of trustees, faculty senate, and student government are in progress or have completed the review and endorsement of the Board's Statement of Free Expression and committed to the principles of civil discourse. If "In progress," please add the anticipated completion date.

	University Board of Trustees	Faculty Senate	Student Government
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	Completed	In Progress Fall 2022	Completed
If "In progress," anticipated completion date:			

University Leadership – Recommendation IV

The Board of Governors recommends that each **board of trustees** conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for consistency with the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed	Completed	Completed
If "in progress," anticipated completion date:			
Student codes of conduct	In Progress	In Progress	In Progress
If "in progress," anticipated completion date:	November 16th	November 16th	November 16th
Employee personnel policies and procedures	Completed	Completed	Completed
If "in progress," anticipated completion date:			

Academic, Student, and Administrative Affairs – Recommendation VI

The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Academic Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed	Completed	Completed
If "in progress," anticipated completion date:			
Student codes of conduct	Completed	Completed	Completed
If "in progress," anticipated completion date:			
Employee personnel policies and procedures	Completed	Completed	Completed
If "in progress," anticipated completion date:			

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The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Student Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming If "in progress," anticipated completion date:	Completed	Completed	Completed
Student codes of conduct If "in progress," anticipated completion date:	Completed	Completed	Completed
Employee personnel policies and procedures If "in progress," anticipated completion date:	Completed	Completed	Completed

Academic, Student, and Administrative Affairs – Recommendation VI

The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Administrative Leaders

	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed	Completed	Completed
If "in progress," anticipated completion date:			
Student codes of conduct	Completed	Completed	Completed
If "in progress," anticipated completion date:			
Employee personnel policies and procedures	Completed	Completed	Completed
If "in progress," anticipated completion date:			

Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

1. Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.

In Progress

A "Free Speech" poster design workshop for student submission. The workshops will be organized around an educational program that facilitates a greater awareness of tolerance for ideas exchanged.

Implemented

The Florida Poly library has developed a series of web guides to promote and connect faculty, staff, and students with information resources and reading suggestions that cultivate a culture of civil discourse. The web guides will be linked through the library webpages and made available in Weekly Phoenix updates.

If "in progress," anticipated implementation date: **Fall 2022**

2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.

The University previously hosted Campus Conversations, an opportunity for employees to meet with leadership to take part in open discussions on various issues and perspectives. The University will re-implement Campus Conversations at least once a semester.

Florida Poly includes a civil discourse exercise within new student orientation that provides an opportunity for students to discuss differing opinions based on topics of interest to the student, for example, who is the "best" Marvel character. The SGA's Legislative Branch Advocacy and Communication Committee hosts monthly Town Halls that are open to all students.

If "in progress," anticipated implementation date: **Spring 2023**

Best Practices for Civil Discourse – Recommendation VII

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Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

3. Foster intellectual diversity by encouraging university leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race or ethnicity.

In Progress

Implemented

The University is committed to providing and maintaining an environment free from unlawful discrimination. University regulation FPU-1.004 Non-Discrimination/Equal Opportunity specifically prohibits discrimination based on race or ethnicity. University regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation outlines the process to address discrimination and harassment complaints. University regulation FPU-3.002 Student Government and Student Organizations and the SGA's Constitution prohibit the Student Government Association and Registered Student Organizations from discriminating based on race or ethnicity, among other protected class statuses.

If "in progress," anticipated implementation date:

Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

In Progress

Implemented

University regulation FPU-1.003 Use of University Facilities and Property clearly outlines the priority of use for university facilities and property. Top priority is given to credit instruction and other academic uses. Due to the University's limited space, events on campus mostly consist of credit instruction and other academic uses. When space is available, the University allows outside parties to use campus facilities regardless of the content of the message. It is the intent of the University to encourage a free discourse of ideas while maintaining the safe and normal operations of campus life and education. To this end, the University revised regulation FPU-1.007 Campus Free Expression in 2019 to reflect the University's commitment to free expression and to comply with section 1004.097, Florida Statutes. The University does not have, and has never had, a free speech zone. Free expression is permitted, and encouraged, on University grounds and indoor areas. Such use must not disrupt or interfere with the normal operations of the University, any academic or other University activities, or the rights of other members of the University community.

If "in progress," anticipated implementation date:

Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.

In Progress

Appropriate University units are exploring and developing educational and professional development opportunities for employees to reinforce free expression and open-minded debate norms.

Implemented

The University partnered with EEOC Training Institute to provide mandatory training for supervisors titled "Leading with Respect" that focused on respect and the types of behaviors that contribute to a respectful and inclusive organizational culture. The University also provides annual employee discrimination and harassment training that address civil communications.

If "in progress," anticipated implementation date: **Spring 2022**

6. Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.

The faculty will work to include in all syllabi for fall 2022 an abbreviated version of the Faculty Assembly's endorsement of the Board's Statement of Free Expression and commitment to the principles of civil discourse. The University Writing Center will launch a campaign educating students about the importance of free expression and the value of civil discourse as part of its regular academic year services.

The University regularly assesses student engagement and satisfaction through nationally normed surveys that include questions related to freedom of expression and exposure to different points of view in classroom and campus environments.

If "in progress," anticipated implementation date: **Fall 2022**