

Narrative Supplement to UCF Update on Implementation of the Board of Governors' Civil Discourse Recommendations

As the culmination of the Board of Governors' Civil Discourse Initiative, each university board of trustees has been instructed to submit an update to the BOG, using a BOG-provided spreadsheet. This update is to provide a report on the university's status in implementing the Recommendations of the Board of Governors' January 2022 Civil Discourse Final Report.

To provide additional context and information that the spreadsheet format does not support, the narrative supplement that follows lays out each Civil Discourse Recommendation, along with information about how UCF has "Completed" or is "In Progress" with the elements of that Recommendation. This information is provided to support the Board in their review and proposed approval of the UCF Update spreadsheet for submission to the BOG.

Background Information

In his January 2021 "State of the System" address then-Chair Syd Kitson established the BOG's Civil Discourse Initiative. Chair Kitson stated that the university setting could provide a foundation for understanding, learning, and growth in this area, and he tasked Governor Tim Cerio to lead the initiative through the Strategic Planning Committee. Governor Cerio reported to the BOG at the January 2022 meeting, at which time the BOG approved the Civil Discourse Initiative Final Report and Recommendations. The BOG subsequently instructed each university to submit (1) an interim plan by July 15, 2022, to explain how the university would achieve or work towards the recommendations and (2) an update, due by October 3, 2022, approved by the university board of trustees, to explain those steps to be or already taken to implement the recommendations at the university.

The BOG Civil Discourse Final Report contains seven recommendations to support civil discourse on the university campuses. Most of the recommendations are directed towards university boards and leadership, while the fifth recommendation is directed to the BOG. The seventh recommendation involves implementing six identified best practices. There is some overlap in the recommendations, resulting in some overlap in the university's reporting.

UCF's spreadsheet is presented along with this supplemental narrative. The spreadsheet and narrative reflect a point-in-time view of the programming and operations of the university. UCF's commitment to civil discourse and freedom of expression is an ongoing effort. So, while this report tells us where UCF is today in unleashing the potential of civil discourse and free expression at UCF, the months and years to come will show how UCF fully fosters a climate of free expression and civil discourse.

Recommendation 1: 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.

Completed:

1. July 1, 2022 – UCF opened the Ginsburg Center for Inclusion and Community Engagement thanks to a generous gift from the Ginsburg Family Foundation. The Ginsburg Center will drive transformational change and develop compassionate leaders and responsible global citizens. The Ginsburg Center aims to promote critical thinking; innovation in teaching and learning; and an awareness and appreciation of varied viewpoints and lived experiences.

The Center will conduct its work through two offices (1) the Office of Diversity Education and Training, which will provide workshops, symposiums, and certificate programs to the UCF Community and beyond; and (2) the Office of Civil Discourse and Community Engagement, which will offer educational programs to increase awareness, enhance knowledge and understanding, and offer alternative or varied solutions to important social problems.

2. The Ginsburg Center re-launched Deliberative Dialogues: A Civil Discourse Dialogue Series on September 15, 2022, in conjunction with Constitution Day. The first dialogue in the new series was “A House Divided,” a deliberative dialogue for students about political systems and an opportunity to reflect on how community members can come together to make progress on urgent problems while recognizing differences.

3. As part of new employee onboarding, UCF requires all new employees (faculty and staff) to take several online trainings, including “Employee Code of Conduct /Speak Up” offered by University Compliance Ethics and Risk office; further, all employees must complete an online annual refresher on the Employee Code of Conduct. The purpose of the UCF “Employee Code of Conduct” training is to go through the employee code of conduct, provide an overview of university policies on reporting misconduct, and assist employees in understanding their responsibility to report concerns. As part of the Respect pillar, the Employee Code of Conduct states that UCF is committed to “engaging with each other, recognizing and valuing each life as exceptional, in agreement or disagreement, in a manner that appreciates our distinctive experience and perspective as an opportunity to learn and to professionally achieve our highest potential.”

4. HR regularly compiles professional development resources for employee self-study, including “Workplace Civility Learning Resources” and “Difficult Conversations Learning Resources”. HR offers relevant Learning and Organizational Effectiveness Workshops, including: a four-part Respectful Dialogue Discussions Series (open to all employees) and a Civility at Work workshop (open to non-supervisory employees).

5. Student and Employee Orientation sessions include reference to and material about civil discourse. This is discussed in more detail in Recommendation 6, below.

6. The Karen L. Smith Faculty Center for Teaching and Learning at UCF (FCTL) supports excellence in teaching and learning across the university by providing resources and training in various teaching techniques. The FCTL maintains an instructor-focused website with resources for engaging in civil pedagogy (available at <https://fctl.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/>).

7. Student Orientation Programming

- a. Virtual Orientation. UCF's Summer 2022 virtual pre-orientation for students was revised to include a page in the Community Building section entitled "Civil Discourse at UCF." This page incorporates language that was adapted from the Board's Statement of Free Expression. In this virtual forum, students are required to confirm they have read the section on civil discourse before proceeding to the next module. The virtual pre-orientation is mandatory for all new students (FTIC and Transfer), and every student has access to and is required to progress through this page prior to attending Orientation in person.
- b. In-Person Orientation. UCF's in-person student orientation was restructured to include community building activities throughout the entire FTIC Orientation. The activities are moderated through small group facilitated conversations, known as "Knight Talks." As it relates to Civil Discourse, Orientation Leaders lead a Knight Talk highlighting the types of differences in upbringing, beliefs, and values that students may encounter amongst their fellow students. The Orientation Leaders also facilitate a brief conversation about ensuring that everyone understands that the core foundational purpose of higher education is to expose individuals to an environment where opposing beliefs can be "rigorously discussed and critically evaluated."

8. Employee Orientation Programming

- a. Faculty Orientation – Beginning with orientations conducted in August 2022, New Faculty Orientation included information on civil pedagogy, including a handout prepared by the Faculty Center for Teaching and Learning. New faculty were directed to resources available from the Faculty Center, including a faculty-focused website on civil pedagogy.

In Progress:

1. Employee Orientation Programming

- a. Faculty Orientation - Starting Fall 2023, the Ginsburg Center will provide targeted materials for inclusion in New Faculty Orientation.
- b. Staff Orientation - Employee orientation presentations will be modified this Fall 2022 to include a specific slide dedicated to civil discourse; also, orientation will include a short discussion of the topic and direct new employees to University materials on the topic.

2. In collaboration with other campus units, UCF's Ginsburg Center will (a) develop by Spring 2023 a Student Leader Training on Inclusive Communication and Civil Discourse, a course designed for student leaders such as orientation leaders, Resident Advisors, Student Government leaders, and student group leaders; (b) offer by Spring 2023 "Let's Talk: Engaging Difference and Promoting Civil Discourse", an interactive workshop designed to promote civil discourse in teaching, learning, and working environments; (c) continue the "Deliberate Dialogues: A Civil Discourse Dialogue Series" for faculty, staff, students, and community partners by offering dialogues approximately twice per semester; (d) provide sponsorship to the 2022-2023 UCF Ethics Bowl Team for participation in intercollegiate civil discourse competitions; and (e) develop and teach a Spring 2023 course on civil discourse in collaboration with UCF's LEAD Scholars Academy.

3. In addition to maintaining a page on civil pedagogy, as mentioned above, FCTL coordinates a monthly Teaching and Learning Day program and will regularly incorporate civil pedagogy and civil discourse into the rotation of offerings. Teaching and learning days are mini conferences, held once per month in fall and spring terms, and provide up to six workshops spread across time blocks so that faculty can learn new strategies and technologies of interest to them. In Fall 2022, FCTL will offer a virtual teaching and learning session targeted at adjuncts and graduate students who are teaching. The November issue of the Faculty Focus (which is the FCTL's semi-annual publication of our own faculty

members' teaching practices, reflections, ideas, and discussions) will contain 2-3 articles on civil pedagogy written by UCF faculty.

4. Human Resources (HR) coordinates with other university departments on policies to ensure freedom of expression and to encourage civil discourse. This includes incorporating civil discourse and free expression principles into training materials and orientation. UCF encourages respectful, open-minded dialogue, and employees are reminded of this expectation in orientation and in different trainings and policies. HR will continue to look for communication opportunities – such as job articles and job aids – to demonstrate and provide examples to support civil discourse.

Recommendation 2: 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.

Completed:

Accountability Plan: Approved by the Board on April 26, 2022.

The Accountability Plan Statement of Strategy includes this: *“UCF will continue to reflect and celebrate the diversity that is our state’s and nation’s future with a focus on a culture of innovation, inclusion, and collaboration with a clear expectation for open-minded and tolerant civil discourse throughout the campus community – consistent with the Florida Board of Governors’ State University System of Florida Statement of Free Expression. UCF will empower students of all backgrounds to discover their full potential by eliminating achievement gaps among student populations while realizing an overall student success four-year graduation rate of 65 percent.”*

Strategic plan: Approved by the Board on May 26, 2022 (and by the BOG on September 14, 2022)

UCF’s 2022-2027 Strategic Plan – “Unleashing Potential: Becoming the University for the Future” –includes principles of civil discourse and an endorsement of the Board’s Statement of Free Expression as part of the university’s focus on Community and Culture: *“UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors’ Statement of Free Expression.”*

Recommendation 3: 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.

Completed:

Board of Trustees. The UCF Board endorsed the Statement at its September 29, 2022, meeting. Additionally, the Board’s Fiscal Year 2023 Work Plan has been updated to incorporate the appropriate reviews and presentations related to civil discourse in future meeting cycles, and future years’ Work Plans will include placeholders for review and endorsement of the Board’s Statement of Free Expression.

In Progress:

Faculty Senate. Leadership of the Faculty Senate is planning its review of the Statement for the 2022-2023 Academic Year and will report back to the Board of Trustees as it occurs. Faculty Senate leadership will also make plans for future annual reviews.

Student Government – Leadership of the Student Government Association is planning its review of the Statement for the 2022-2023 Academic Year and will report back to the Board of Trustees as it occurs. Student Government leadership will also make plans for future annual reviews.

Recommendation 4: 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.

Completed:

1. UCF started its discussion of civil discourse and free expression prior to the issuance of the BOG's Civil Discourse Final Report and Recommendations. The UCF Board received a presentation from University leaders, covering inclusive excellence and civil discourse at UCF, during its [September 2021 full Board meeting](#) (see DISC-1). The presentation included an overview of the University's policies on freedom of speech and how those policies relate to academic freedom, as well as highlighted programs at UCF that promote an atmosphere of diversity of thought, dialogue, and understanding.

2. Following the BOG adoption of the Civil Discourse Final Report and Recommendations, the Board discussed the Final Report at the February 2022 meeting [[Board of Trustees' materials](#) (see INFO-1)]. Chair Martins shared a summary of the Final Report's recommendations and asked President Cartwright to assign staff to take a deep dive into each recommendation and present the findings to the Board at a subsequent meeting. Additionally, he assigned Trustee McAlpin, who serves as a member of the Board's Academic Excellence and Student Success Committee, to provide strategic guidance to staff, and to ultimately advise the Board regarding the findings of the staff's review.

3. Trustee McAlpin presented this report to the Board at the September 2022 Board meeting. Trustee McAlpin conducted her detailed review in conjunction with a group of staff, including leadership from student affairs, academic affairs, and general administration to engage in a detailed review of student orientation, student codes of conduct, employee orientations, and employee policies and procedures. Those university leaders were: Maureen Binder, Associate Vice President for Human Resources and Chief HR Officer; Youndy C. Cook, Vice President and General Counsel; Dr. Adrienne Frame, Interim Vice President for Student Development and Enrollment Services; Dr. Andrea Guzman, Vice President for Diversity, Equity and Inclusion; and Dr. Jana Jasinski, Vice Provost for Faculty Excellence. The student code of conduct, student and employee orientation programming, and employee policies and procedures were reviewed and confirmed to comply with both existing law and the Statement of Free Expression.

A few highlights from this thorough review:

- a. University Regulation UCF-3.001 "Non-discrimination; Affirmative Action Programs" sets forth the University's commitment to nondiscrimination and compliance with federal and state civil rights laws. In this regulation, the University also states: "the University is equally committed to protecting freedom of speech and academic freedom and in preserving the

widest possible dialogue within its instructional and research settings. Accordingly, nothing in this regulation shall abridge an individual's rights to free speech and expression under the First Amendment of the U.S. Constitution."

- b. UCF's Employee Code of Conduct includes the following as part of the Respect pillar: "We are committed to: engaging with each other, recognizing and valuing each life as exceptional, in agreement or disagreement, in a manner that appreciates our distinctive experience and perspective as an opportunity to learn and to professionally achieve our highest potential"
- c. University Regulation UCF-5.006 "Student Rights and Responsibilities" sets forth student rights and responsibilities, including the definitions used in the student conduct process and the procedures used to address sex-based misconduct. The regulation guarantees students free speech rights: "The basic freedoms of students to hear, write, distribute, and act upon a variety of thoughts and beliefs are guaranteed."
- d. University Regulation UCF-5.008 "Student Rules of Conduct" sets forth the student rules of conduct. The regulation, like regulation UCF-5.006, guarantees free speech rights to students: "The right of all students to seek knowledge, debate ideas, form opinions, and freely express their ideas is fully recognized by the University of Central Florida. The Rules of Conduct apply to student conduct and will not be used to impose discipline for the lawful expression of ideas."
- e. University Regulation 5.012 "Organizational Rules of Conduct" sets forth the rules of conduct for student organizations at the university. The regulation, like the two prior, guarantees student free speech rights: "The right of all students to seek knowledge, debate ideas, form opinions, and freely express their ideas is fully recognized by the University of Central Florida, including when students come together as student group; accordingly, the rules below will not be used to impose discipline for a student group's lawful expression of ideas."
- f. University Regulation UCF-4.0293 which governs use of University grounds and demonstrations and protests on campus grounds conforms to the Campus Free Expression Act (Florida Statutes s. 1004.097) and allows anyone to engage in expressive activities on common outdoor areas of the campus. Paragraph (4) expresses UCF's commitment: "University and University-related organizations and persons may organize, conduct, or participate in demonstrations and other exercises of free speech and assembly on the University campus grounds, except for non-common outdoor areas. Non-university organizations and persons may conduct spontaneous expressive activities, and other exercises of free speech and assembly, on outdoor areas of the University campus that are otherwise accessible to the campus community for common use, but must abide by the reasonable time, place, and manner restrictions set forth in this and related University regulations (see also University Regulations UCF-4.029, 4.0292, and 4.0294), including that such use be lawful and non-disruptive."
- g. A more detailed discussion of student and new employee orientations are described in Recommendation 1, above.

In Progress:

UCF reviews its policies and procedures on a cyclical basis and will continue to review policies and procedures for consistency with the Statement of Free Expression, the principles of free speech and civil discourse, and section 1004.097, Florida Statutes.

Recommendation 6: 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.

The BOG instructions indicate that the thorough review of policies and procedures directed in Recommendations 4 and 6 can be done together. This is how UCF conducted its review, with university leaders working in conjunction with Trustee McAlpin. Therefore, the findings of this review are articulated above in response to Recommendation 4.

Recommendation 7: Implementing the best practices outlined on pages 6 and 7 of the attached report based on the Board’s review of university programs and initiatives that effectively promote and support civil discourse. For each best practice implemented or to be implemented, include a timeline.

Best Practice 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.

See discussion of Recommendations 4 and 6 for further information.

Completed:

1. Use Your Voice Website. UCF maintains a student-focused website called “Use Your Voice” which provides information to students about, among other things, free speech and the Campus Free Expression Act. See <https://osi.ucf.edu/agencies/use-your-voice/>.
2. Faculty Orientation. New Faculty Orientation starting Fall 2022 included information on civil pedagogy, including a handout prepared by the Faculty Center for Teaching and Learning. New faculty were directed to resources available from the Faculty Center, including a faculty-focused website on civil pedagogy.
3. Student Orientation Programming. Changes were implemented for summer orientations sessions, both virtual and in-person, to incorporate training and discussion related to civil discourse. See Recommendation 6 for more detailed information.
4. Deliberate Dialogues Series: The Ginsburg Center launched Deliberative Dialogues: A Civil Discourse Dialogue Series on September 15, 2022, in conjunction with Constitution Day. The first dialogue in the series was “A House Divided,” a deliberative dialogue about political systems and an opportunity to reflect on how community members can come together to make progress on urgent problems while recognizing differences.

In Progress:

1. Use Your Voice Website – By Spring 2023 UCF will update this website to include more targeted information related to civil discourse and provide a prominent link to the BOG Statement of Free Expression.
2. Faculty Orientation: Starting Fall 2023, the Ginsburg Center will provide targeted materials for inclusion in New Faculty Orientation.
3. Staff Orientation: Employee orientation presentations will be modified to include a specific slide dedicated to civil discourse, and orientation will also include a short discussion of the topic and direct new employees to University materials on the topic.
4. Deliberate Dialogue Series: the Ginsburg Center will continue its Deliberate Dialogues series for students, faculty, staff and community members on topics related to civil discourse.

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

Completed:

1. Deliberative Dialogue Series launched on Constitution Day 2022 (September 15, 2022) - first dialogue entitled "A House Divided".
2. The UCF Center for Ethics hosts the *Be Better Club*, an informal biweekly discussion group of students, faculty, and staff interested in contemporary ethical issues and their implications on our lives and communities.
3. In 2021, the UCF Center for Ethics launched a new university-wide speaker series called Ethically Speaking (<https://ethicscenter.research.ucf.edu/speakerseries/>). Ethically Speaking was designed to be an interdisciplinary speaker series that cultivates thinking about contemporary moral issues among students, faculty, staff, and the community we serve. Topics of interest include gene editing, artificial intelligence, climate change, and others that raise important ethical questions through the intersection of technology, values, and communities in our rapidly changing world.

In Progress:

The Ginsburg Center will serve as a primary driver for additional programming and coordination of ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities. See Recommendation 1 for further information about ongoing and future plans.

Best Practice 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.

Completed:

1. On September 23, 2021, University leaders gave a presentation to the UCF Board addressing inclusive excellence at UCF, focusing on how the university ensures freedom of expression and encourages civil discourse.

2. May 26, 2022 – UCF Board adopted UCF’s 2022-2027 Strategic Plan – “Unleashing Potential: Becoming the University for the Future” – Plan includes principles of civil discourse and an endorsement of the Board’s Statement of Free Expression as part of the university’s focus on Community and Culture: “UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors’ Statement of Free Expression.”

In Progress:

See Recommendation 1 for further information about ongoing efforts and future plans.

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

Completed:

1. The university has hosted many speakers with a wide variety of viewpoints. University Regulations and policies related to the use of campus grounds and facilities provide clear, viewpoint-neutral procedures related to the invitation and accommodation of campus speakers. In particular, University Regulation UCF-4.029, which sets forth the terms and conditions for use of university facilities, states at paragraph (5) “The University shall not discriminate on the basis of the viewpoint expressed by any person or organization making authorized use of University facilities.”
2. UCF’s Campus Events Response Team consists of campus administrators who discuss upcoming events and work to make sure the primary event occurs without disruption, that counter-programming or protests can also take place in a non-disruptive and undisrupted fashion, and that any safety concerns can be addressed at the earliest possible opportunity.
3. Additionally, the UCF Police Department has a General Order in place on Campus Protest and Demonstrations (General Order-4351; originally adopted 2018, updated 2021) that states the UCFPD policy: “The Police Department must carefully balance the First Amendment rights and other civil liberties of individuals with the interventions required to protect public safety and property. All persons have the right to assemble, demonstrate, protest, rally, or perform other activities protected by the First Amendment of the United States Constitution. Officers must not be affected by the content of the opinions being expressed or by the race, gender, sexual orientation, physical disability, appearance, religion, or political affiliation of anyone lawfully exercising their First Amendment rights. They must have the integrity to not let personal, political, or religious views affect how they perform their duties.”

In Progress:

1. Ongoing - UCF’s policies related to the use of campus grounds and facilities are part of UCF’s regular policy review process, and the University commits to ongoing compliance with constitutional requirements on speech, including viewpoint neutrality.

Best Practice 5: Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and openminded debate norms.

Completed:

1. The Ginsburg Center launched the Deliberative Dialogues: A Civil Discourse Dialogue Series on September 15, 2022 in conjunction with Constitution Day. The first dialogue was “A House Divided.”

2. Human Resources regularly compiles professional development resources for employee self-study on different topics and already has two resources to reinforce the commitment to civil discourse, including: “Workplace Civility Learning Resources” and “Difficult Conversations Learning Resources”.

3. University police are trained on legal matters affecting law enforcement, including free speech and the campus free expression act. Additionally, the UCF Police Department has a General Order in place on Campus Protest and Demonstrations (General Order-4351; originally adopted 2004, updated 2021) that states the UCFPD policy: “The Police Department must carefully balance the First Amendment rights and other civil liberties of individuals with the interventions required to protect public safety and property. All persons have the right to assemble, demonstrate, protest, rally, or perform other activities protected by the First Amendment of the United States Constitution. Officers must not be affected by the content of the opinions being expressed or by the race, gender, sexual orientation, physical disability, appearance, religion, or political affiliation of anyone lawfully exercising their First Amendment rights. They must have the integrity to not let personal, political, or religious views affect how they perform their duties.”

4. For years, UCF has offered educational and professional development opportunities for employees on topics that reinforce free expression and openminded debate norms. For example: (a) in Fall 2009, UCF sponsored “Civitas Week” with the goal of promoting peace, cooperation, and civility throughout campus; (b) going back to the 2013/2014 academic year, HR offered a training course to faculty and staff on “Civility in the Workplace”; and (c) in 2017, HR offered a workshop to faculty and staff on “Civility: Professionalism in the Workplace.” This is just a brief sampling of the ways in which UCF’s ongoing commitment to free expression and civil discourse has been made known to administrative staff.

In Progress:

Through the implementation of UCF’s Strategic Plan, all educational and professional development opportunities will be assessed to ensure alignment with current mission and values, which include a commitment to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors’ Statement of Free Expression.

See Recommendations 1 and 6 for further information about ongoing efforts and future plans.

Best Practice 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.

Completed:

1. The Karen L. Smith Faculty Center for Teaching and Learning at UCF (FCTL) supports excellence in teaching and learning across the university by providing resources and training in various teaching techniques. They maintain an instructor-focused website with resources for engaging in civil pedagogy (<https://fctl.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/>).

Each May the FCTL holds a summer conference to provide an opportunity for faculty to engage more deeply with various topics related to instruction. At the May 2022 conference, one of the sessions focused on tools and activities faculty can use to create a climate in which encounters between students with different opinions and experiences can occur in the spirit of dialogue and mutual respect.

2. For years, UCF has offered resources and training to faculty and staff in how to facilitate open and civil classroom dialogue and discussion: (a) in Fall 2016, the Office of Diversity Initiatives offered a

Webinar called “Move Beyond Civility: How to Facilitate Difficult Dialogues in the Classroom”; (b) the FCTL 2005 summer conference included a panel on “Civil Problem Solving and Communication”; (c) the FCTL 2010 summer conference offered a session on “Civility and Classroom Management”; (d) in 2016, the FCTL hosted a panel to discuss freedom of speech; and (e) FCTL has offered workshops on Critical Thinking, Academic Argument, and Facilitating Difficult Conversations going back to 1998.

In Progress:

1. The Faculty Center for Teaching and Learning will host future summer conferences for faculty with opportunities to engage more deeply with various topics related to instruction, including civil discourse, civil pedagogy, and inclusive instruction.
2. See Recommendation 1 for further information about ongoing efforts and future plans.

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
<p>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</p>	<p>a. Spring 2023 — Student Leader Training on Inclusive Communication and Civil Discourse</p> <p>b. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse"</p> <p>c. Ongoing — Deliberative Dialogues Series will continue</p> <p>d. Spring 2023 — Course on civil discourse through UCF's LEAD Scholars Academy</p> <p>e. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming, including a Fall 2022 learning session aimed at adjuncts and graduate students who are teaching</p> <p>f. Fall 2022 — Update employee orientation to include materials on civil discourse and freedom of expression</p> <p>If "in progress," anticipated implementation date:</p> <p>a. Spring 2023</p> <p>b. Spring 2023</p> <p>c. Ongoing</p> <p>d. Spring 2023</p> <p>e. Ongoing</p> <p>f. Fall 2022</p>	<p>a. Ginsburg Center for Inclusion and Community Engagement opened July 1, 2022 — to promote critical thinking; innovation in teaching and learning; and an awareness and appreciation of varied viewpoints and lived experiences.</p> <p>b. Deliberative Dialogues: A Civil Discourse Dialogue Series.</p> <p>c. Mandatory training for new employees on UCF's Employee Code of Conduct.</p> <p>d. HR resources for employees addressing workplace civility and handling difficult conversations. Workshops on respectful dialogue and civility at work.</p> <p>e. Student and Employee Orientation sessions include reference to and material about civil discourse.</p> <p>f. Instructor-focused website with resources for engaging in civil pedagogy (available at https://fctl.ucf.edu/teaching-resources/classroom-</p>

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

Completed

Completed

If "in progress," anticipated completion date:

If "in progress," anticipated completion date:

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	In Progress
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: Spring 2023	If "in progress," anticipated completion date: Spring 2023

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:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	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:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," 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	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," 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:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	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.	
	In Progress	Implemented
<p>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.</p>	<p>a. Spring 2023 — Update "Use Your Voice" website to include more targeted information related to civil discourse and provide a prominent link to the BOG Statement of Free Expression.</p> <p>b. Fall 2023 — New Faculty Orientation will include Ginsburg Center for Inclusion and Community Engagement materials on civil discourse topics.</p> <p>c. Fall 2022 — Staff Orientation presentations will be modified this Fall 2022 to include a specific slide dedicated to civil discourse and will direct new employees to university materials on the topic.</p> <p>d. Ongoing — Continue the Deliberate Dialogue Series.</p> <p>If "in progress," anticipated implementation date: a. Spring 2023 b. Fall 2023 c. Fall 2022 d. Ongoing</p>	<p>a. See also responses to recommendations 4 and 6</p> <p>b. Use Your Voice website — A student-focused website to provide information to students about, among other things, free speech and the Campus Free Expression Act — at https://osi.ucf.edu/agencies/use-your-voice/.</p> <p>c. August 2022 — New Faculty Orientation included information on civil pedagogy, including a handout prepared by the Faculty Center for Teaching and Learning.</p> <p>c. Summer 2022 — Student Orientation Programming. Virtual pre-orientation and in-person orientation were updated to incorporate civil discourse. See Recommendation 6 for more detailed information.</p> <p>d. September 2022 — Launch of Deliberate Dialogues Series. See Recommendation 1 for more detailed information.</p>
<p>2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.</p>	<p>a. Ongoing — Deliberative Dialogues Series will continue.</p> <p>b. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse."</p> <p>c. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming.</p> <p>d. Ongoing — Ginsburg Center for Inclusion and Community Engagement will serve as a primary driver for additional programming and coordination of ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.</p> <p>If "in progress," anticipated implementation date: a. Ongoing b. Spring 2023 c. Ongoing d. Ongoing</p>	<p>a. September 2022 — Launch of Deliberate Dialogues Series — first dialogue entitled "A House Divided".</p> <p>b. Ongoing — The UCF Center for Ethics hosts the Be Better Club, an informal biweekly discussion group of students, faculty, and staff interested in contemporary ethical issues and their implications on our lives and communities.</p> <p>c. Fall 2021 — The UCF Center for Ethics launched university-wide interdisciplinary speaker series called "Ethically Speaking" (https://ethics-center.research.ucf.edu/speakerseries/) to cultivate thinking about contemporary moral issues.</p>
<p>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.</p>	<p>a. Spring 2023 — Update Use Your Voice Website to include more targeted information related to civil discourse and provide a prominent link to the BOG Statement of Free Expression.</p> <p>b. Ongoing — Maintain Faculty Center for Teaching and Learning-hosted instructor-focused website on civil pedagogy.</p> <p>If "in progress," anticipated implementation date: a. Spring 2023 b. Ongoing</p>	<p>a. September 23, 2021 — University leaders gave a presentation to the UCF Board of Trustees addressing inclusive excellence at UCF, focusing on how the university ensures freedom of expression and encourages civil discourse.</p> <p>b. May 26, 2022 — The UCF Board of Trustees adopted the university's 2022-2027 Strategic Plan — "Unleashing Potential: Becoming the University for the Future." The plan includes principles of civil discourse and an endorsement of the Board's Statement of Free Expression as part of the university's focus on community and culture. UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors' Statement of Free Expression."</p>
<p>4. Avoid disinclinations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.</p>	<p>a. Spring 2023 — UCF's regulations and policies related to the use of campus grounds and facilities are part of UCF's regular policy review process, and the university commits to ongoing compliance with constitutional requirements on speech, including viewpoint neutrality.</p> <p>If "in progress," anticipated implementation date: a. Spring 2023</p>	<p>a. The university has hosted many speakers with a wide variety of viewpoints. University regulations and policies related to the use of campus grounds and facilities provide clear, viewpoint-neutral procedures related to the invitation and accommodation of campus speakers. See University Regulation UCF-4.029(5).</p> <p>b. UCF's Campus Events Response Team consists of campus administrators who discuss upcoming events and work to make sure the event occurs without disruption, that counter-programming or protests can also take place in a non-disruptive and undisturbed fashion, and that any safety concerns can be addressed at the earliest possible opportunity.</p>
<p>5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.</p>	<p>a. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse."</p> <p>b. Fall 2022 — Update employee orientation to include materials on civil discourse and freedom of expression.</p> <p>c. Ongoing — UCF will assess all educational and professional development opportunities to ensure alignment with current mission and values, which include a commitment to civil discourse, consistent with the Statement.</p> <p>If "in progress," anticipated implementation date: a. Spring 2023 b. Fall 2022 c. Ongoing</p>	<p>a. September 2022 — Launch of Deliberate Dialogues Series — first dialogue entitled "A House Divided".</p> <p>b. Human Resources training materials for employees includes two self-student job aids on civil discourse: "Workplace Civility Learning Resources" and "Difficult Conversations Learning Resources".</p> <p>c. Dating back to Fall 2009, UCF has offered educational and professional development opportunities for employees on topics that reinforce free expression and openminded debate norms.</p>
<p>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.</p>	<p>a. Summer 2023, Ongoing — Faculty Center for Teaching and Learning summer conferences for faculty will include civil discourse, civil pedagogy, and inclusive instruction.</p> <p>b. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming, including a Fall 2022 learning session aimed at adjuncts and graduate students who are teaching.</p> <p>c. November 2022 — Faculty Center for Teaching and Learning November issue of the Faculty Focus will include articles on civil pedagogy.</p> <p>If "in progress," anticipated implementation date: a. Summer 2023 b. Ongoing c. November 2022</p>	<p>a. Instructor-focused website with resources for engaging in civil pedagogy (available at https://fct.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/).</p> <p>b. Faculty Center for Teaching and Learning May 2022 summer conference included a session focused on tools and activities faculty can use to create a climate in which encounters between students with different opinions and experiences can occur in the spirit of dialogue and mutual respect.</p> <p>c. Dating back to 1998, UCF has offered resources and training to faculty on how to facilitate open and civil classroom dialogue and discussion, through the Faculty Center for Teaching and Learning and other offices.</p>