

<b>The Board of Governors as Advocate – Recommendation I</b>			
<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.</i>			
	<b>In Progress</b>	<b>Implemented</b>	<b>Summer 2023 Update</b>
<b>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</b>	Regularly assess and evaluate adherence to the BOG's Statement of Free Expression (July 30 annual completion date)	Established Workgroup	
	Implementing Action Plan (ongoing)	Included statement expressing institutional commitment to the BOG's Statement of Free Expression in University 2022-2027 Strategic Plan and 2022 Accountability Plan.	Included statement expressing institutional commitment to the BOG's Statement of Free Expression in 2023 Accountability Plan.

**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.*

Accountability Plan	Strategic Plan
Completed	Completed
If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

FLORIDA AGRICULTURAL MECHANICAL UNIVERSITY  
Civil Discourse Update  
Summer 2023

<b>University Leadership – Recommendation III</b>			
<i>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.</i>			
	University Board of Trustees	Faculty Senate	Student Government
<b>Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse</b>	In Progress	In Progress	In Progress
	<b>If "in progress," anticipated completion date:</b> December 16, 2022	<b>If "in progress," anticipated completion date:</b> December 16, 2022	<b>If "in progress," anticipated completion date:</b> December 16, 2022
<b>Summer 2023 Update</b>	Completed	In Progress	Completed
	<b>If "in progress," anticipated completion date:</b>	<b>If "in progress," anticipated completion date:</b> <b>September 30, 2023</b>	<b>If "in progress," anticipated completion date:</b>

University Leadership – Recommendation IV			
The Board of Governors recommends that each <b>board of trustees</b> 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.			
	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Employee personnel policies and procedures</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	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.*

Review by Academic Affairs Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Employee personnel policies and procedures</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: <b>September 30, 2023</b>	If "in progress," anticipated completion date: <b>September 2023</b>	If "in progress," anticipated completion date: <b>September 30, 2023</b>

Academic, Student, and Administrative Affairs – Recommendation VI			
The Board of Governors recommends that <b>university academic, student affairs, and administrative leaders</b> 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.			
Review by Student Affairs Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed		Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Employee personnel policies and procedures</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: <b>September 30, 2023</b>	If "in progress," anticipated completion date: <b>September 30, 2023</b>	If "in progress," anticipated completion date: <b>September 30, 2023</b>

Academic, Student, and Administrative Affairs – Recommendation VI			
<i>The Board of Governors recommends that <b>university academic, student affairs, and administrative leaders</b> 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.</i>			
Review by Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<b>Employee personnel policies and procedures</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023	If "in progress," anticipated completion date: February 16, 2023
<b>Summer 2023 Update</b>			
	If "in progress," anticipated completion date: <b>September 30, 2023</b>	If "in progress," anticipated completion date: <b>September 30, 2023</b>	If "in progress," anticipated completion date: <b>September 30, 2023</b>

Best Practices for Civil Discourse – Recommendation VII			
<i>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.</i>			
	In Progress	Implemented	Summer 2023
<b>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.</b>	1. Enhance student orientation programming to include a focus on civil discourse related topics 2. Enhance employee onboarding to include a focus on civil discourse related topics 3. Utilize campus-wide meetings and events to instill the importance of civil discourse related topics 4. Review and update official university documents and communications to communicate expectations to students and employees	1. Completed. Updated Student Code of Conduct and Student Handbook which was submitted to the Board of Trustees in June 2023. 3. Completed. Civil Discourse sessions were provided at the annual fall faculty planning conference and annual management seminar.	2. In Progress. Updated Faculty Senate Handbook. 4. Review and update official university documents to communicate expectations to students and employees.
	<b>If "in progress," anticipated implementation date:</b> April 30, 2022		<b>If "in progress," anticipated implementation date:</b> <b>September 2023</b>
<b>2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.</b>	1. Annually conduct at least one CD activity in each college/school 2. Host a campus-wide forum each year featuring a nationally renowned guest speaker	1. Completed. College and Schools conducted at least one civil discourse activity/training. 2. Hosted campus-wide forum.	1. Completed 2. Completed
	<b>If "in progress," anticipated implementation date:</b> April 30, 2022		<b>If "in progress," anticipated implementation date:</b>
<b>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.</b>	Use the annual Management Seminar to educate and train administrators on best practices for promoting viewpoint and open-minded discussion and debate, as well as highlighting and enforcing policies that prohibit programming that excludes participation based on race or ethnicity	Management Seminar took place on April 17, 2023	Completed.
	<b>If "in progress," anticipated implementation date:</b> April 30, 2022		<b>If "in progress," anticipated implementation date:</b>
<b>4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.</b>	Conduct a comprehensive review of existing policies and procedures to ensure the University adheres to viewpoint-neutral guidelines governing the invitation and accommodation of campus speakers	Completed. A comprehensive review of the following policies were updated by the respective subcommittee 1.1.012 Student Handbook and HR Employee Guide. These policies were reviewed and amended by the Office of General Counsel and submitted by Student Affairs for the June 2023 Board of Trustees Meeting Agenda (Regulations 3.011, 5.003, 10.103 were also reviewed and no amendments necessary.	Completed.
	<b>If "in progress," anticipated implementation date:</b> February 16, 2023		<b>If "in progress," anticipated implementation date:</b>
<b>5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.</b>	Annually offer a series of training sessions for administrative employees	Completed. Created schedule of training events and list of administrative employees.	The first session is scheduled for August 18, 2023 and an evaluation will be completed at the end of the session.
	<b>If "in progress," anticipated implementation date:</b> April 30, 2022		<b>If "in progress," anticipated implementation date:</b> August 31, 2023



**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.*

	In Progress	Implemented	Summer 2023
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.	Annually offer a series of professional development sessions for faculty		In progress
	<b>If "in progress," anticipated implementation date:</b> April 30, 2022		<b>If "in progress," anticipated implementation date:</b> August 31, 2023