

FLORIDA GULF COAST UNIVERSITY
Civil Discourse Update
Summer 2023

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.

	In Progress	Implemented	Summer 2023 Update
<p>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</p>		<p>At the founding of FGCU, eight Guiding Principles were put forth as fundamental values (see page 5 of FGCU's 2017 Strategic Plan). One of these principles embraces civility, which reads "Informed and engaged citizens are essential to the creation of a civil and sustainable society". More recently, and prior to the creation of the BOG Report on Civil Discourse, FGCU initiated a Civility Project in October 2021 aimed at addressing special issues and concerns as a result of an increase in formal complaints and investigations at FGCU. An external consultant was utilized in an effort to improve the civility among faculty and staff during the course of the 2021-2022 academic year. Additional meetings across campus have also been conducted regarding civility where measures have been taken in an effort to decrease the number of complaints made about individuals not demonstrating civility.</p> <p>Florida Gulf Coast University created its Statement of Free Expression on May 11, 2022 which endorsed the Board of Governors' statement. The formal statement established by FGCU emanated from our existing guiding principles that states in part: "Academic freedom is the foundation for the transmission and advancement of knowledge. The University vigorously protects freedom of inquiry and expression and categorically expects civility and mutual respect to be practiced in all deliberations." The leadership at Florida Gulf Coast University has shared this statement within our respective Divisions where our faculty, staff and students have begun to engage in substantive and meaningful dialogue regarding its purpose, meaning, and application. Both the FGCU Statement and the BOG Statement of Free Expression will be discussed across each of our respective Divisions at the beginning of each academic year either at formal retreats or unity meetings.</p>	<p>FGCU will revisit the Statement and related documents annually at administrative retreats and in various other campus fora</p>
	<p>If "in progress," anticipated implementation date: A</p>		

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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	Summer 2023 Update
Completed	In Progress	In Progress
If "in progress," anticipated completion date:	If "in progress," anticipated completion date: December 31, 2023	If "in progress," anticipated completion date: December 31, 2023
FGCU's Statement is included in its 2023 Accountability Plan (March, 2023)		FGCU's strategic plan will be finalized by December 31, 2023 and will include the approved Statement of Free Expression. One of FGCU's Guiding Principles relates to civility, which will appear in the next strategic plan.

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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.			
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	University Board of Trustees	Faculty Senate	Student Government
	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: September 8, 2022	If "in progress," anticipated completion date: September 9, 2022	If "in progress," anticipated completion date: August 5, 2022
<p>At the start of each academic year, leadership of each of these groups will engage their respective constituencies on meaningful and substantive dialogue regarding the Board of Governor's Statement of Free Expression as well as Florida Gulf Coast University's statement. This will entail reviewing the Board of Governors' statement, as well as Florida Gulf Coast University's statement and discussing them at their respective meetings at the start of the new academic year.</p> <p>If during these meetings, recommendations are made to update FGCU's current Statement of Free Expression, the specific content of the recommendation(s) will be forwarded to the Executive Vice President & Provost for review and shared with the President's Cabinet for further review and consideration. If the recommendation(s) is/are accepted, FGCU's current Statement of Free Expression will be revised accordingly and shared with campus, and presented to the FGCU Board of Trustees as an information item.</p>	For the FGCU Board of Trustees, this will be accomplished as a presentation of an information item at their September meeting each year.	With respect to the Faculty Senate, the Executive Vice President & Provost will work with the Faculty Senate President to review and discuss the Board of Governors' Statement as well as Florida Gulf Coast University's Statement as an agenda item at a meeting Faculty Senate meeting in August or September.	Similarly, the Student Government President and the Staff Advisory Council (SAC) President will work with their respective leadership teams to review and discuss the Board of Governors' Statement as well as Florida Gulf Coast University's Statement of Free Expression in August or September.
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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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.			
	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2022
	Each Divisional Vice President will review their respective documents and the student orientation program to ensure they are consistent with the Board of Governors Statement of Free Expression and the FGCU Statement of Free Expression. The weblink for each applicable document will be provided to the Board of Trustees so they can review these same documents and programming to ensure they align with the BOG and FGCU Statements of Free Expression. This review will occur in September of each Academic year.		
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023
Summer 2023 Update	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			
	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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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
Student orientation programming	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2023
	Each appropriate Divisional Vice President will review their respective documents as well as the student orientation program to ensure they are consistent with the Board of Governors Statement of Free Expression and the FGCU Statement of Free Expression. The weblink for each applicable document will be provided to the Board of Trustees so they can review these same documents and programming to ensure they align with the BOG and FGCU Statements of Free Expression. This review began in Summer 2022 and will continue throughout the Fall 2022 term until completion. Documents will be revised accordingly – if necessary. At the start of each Academic Year, these reviews will occur in September.		
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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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 Student Affairs Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2023
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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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 Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2022	If "in progress," anticipated completion date: Sept 8, 2023
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023	If "in progress," anticipated completion date: June 13, 2023
Summer 2023 Update	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022	If "in progress," anticipated completion date: Sept 8 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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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
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.	The FGCU Statement of Free Expression along with the weblink to the BOG Statement of Free Expression and Civil Discourse Final Report 2022 will be placed in various on-boarding programs for faculty, staff, and students (e.g. Canvas announcement /dashboard, Workday dashboard, Evaluation Documents / System (e.g. Workday), key Regulations and Policies, key Student Government documents, and the University webpage. Additionally, the explicit evaluation of civility in the workplace as part of the annual evaluation process of employees will be explored with potential implementation.	The FGCU Statement of Free Expression has been posted to: on-boarding documents for faculty staff and students (Fall '22); key student government documents (Fall '22); the FGCU web site (Fall '22); The Cavas welcome page (June 2023); The front page of the Workday software system (July 2023); The Faculty Promotion and Evaluation Document (prior to Fall '22). The explicit evaluation of civility in the workplace as part of the employee annual evaluation process was explored by Cabinet in June, 2023.	Key regulations and policies are being updated, as applicable, to reflect the FGCU Statement of Free Expression and Civil Discourse Plan; this is ongoing, beginning in Fall '22. Civility will be explicitly assessed in a forthcoming Policy on Academic Program Review.
	If "in progress," anticipated implementation date: June 2023		
2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.	FGCU will host an annual Summit featuring University Senior Leadership, Faculty Senate Leadership, UFF-FGCU Leadership, BOT Leadership, SAC Leadership, Student Government Leadership in the early Fall term to discuss the importance of civility in the workplace and classroom, and re-affirming the FGCU BOT and BOG Statement of Free Expression; forums held by various constituent groups (e.g. Student Government, Faculty Senate, etc.) on specific issues / topics related to civility will be organized throughout the Fall and Spring terms.	FGCU has scheduled an annual civility summit for September 6, 2023 featuring University senior leadership, Faculty Senate leadership, UFF_FGCU leadership, BOT leadership, SAC leadership, Student Government leadership to discuss the importance of civility in the workplace and classroom, and reaffirming the FGCU BOT and BOG Statement of Free Expression.	Additional fora involving Student Government, Faculty Senate, and other groups will be organized throughout the fall and spring terms. Pursuant to HB 931, the Provost began scheduling public policy events in June 2023 in collaboration with provosts at other SUS institutions.
	If "in progress," anticipated implementation date: September 6, 2023		
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.		FGCU Reg 1.003 affirms its institutional commitment to ensure that each member of the university community shall be permitted to work, study and participate in educational programs, including those receiving federal funding, services, and activities, or conduct business in an environment free from any form of discrimination, based upon race, color, religion, age, disability, sex, national origin, marital status, genetic predisposition, sexual orientation, gender identity/gender expression, and veteran status, except as otherwise permitted by law. FGCU Policy 1.006 outlines the procedure for investigating allegations. FGCU's OIEC is dedicated and responsible for investigating complaints.	
	If "in progress," anticipated implementation date:		

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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
4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.		FGCU Reg 9.004 provides some time, place and manner parameters regarding how persons can engage in protected free speech. FGCU began development of an Academic Freedom Policy in June, 2023 that clearly contains a neutral viewpoint governing the invitation of outside speakers to come to campus to speak to our students, faculty and staff.	
	If "in progress," anticipated implementation date:		
5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.		Throughout 2022-23, Human Resources and the OIEC will oversee the identification, development and implementation of targeted educational and professional development opportunities for employees. The provost's office is conducting training programs for Department Chairs, LinkedIn learning was made available to employees in AY23 and includes civil discourse modules, mandatory employee discrimination training includes the Statement of Free Expression as of August 2023.	HR and OIEC will work to ensure principles of free expression and civil discourse are included in all applicable training programs during AY24.
	If "in progress," anticipated implementation date:		
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 Provost worked with academic and faculty leadership to ensure FGCU's Statement of Free Expression and weblink to BOG Statement of Free Expression are included in syllabus guidelines throughout the 2022-23 year. The Lucas Center held a forum by co-founders of Democracy Café on November 7, 2022 on civil discourse and freedom of expression. The Lucas Center "Dialogues on Culture & Community" are held on the last Friday of each month to discuss civility, respect and shared values.	
	If "in progress," anticipated implementation date:		