

FLORIDA INTERNATIONAL 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
<b>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</b>		<p>Prior to the fall 2022 semester, the President created a taskforce with representation from Human Resources, Strategic Communications, Office of the Provost, Office of Faculty Leadership and Success, Office of General Counsel and the Office of Compliance and Integrity. The taskforce was charged with periodic review, making recommendations for implementation, and reporting to administration. The taskforce will set agenda items for the year and will operationalize university-wide communications to various stakeholders through existing groups such as the Chairs Advisory Council, Deans Advisory Council, Human Resources Liaisons, Student Government Association, Faculty Senate, etc. An official university-wide communication from the President highlighting the university's support for and culture of civil discourse will be sent to all students, faculty, and staff annually. The University Compliance &amp; Integrity Office will report to the Board of Trustees on the status and activities of the taskforce.</p>	<p>The committee has met two times. The leads have met several times. Work is ongoing.</p>
	<b>If "in progress," anticipated implementation date:</b>		

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<b>University Planning – Recommendation II</b>		
<i>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.</i>		
<b>Accountability Plan</b>	<b>Strategic Plan</b>	<b>Summer 2023 Update</b>
Completed	In Progress	In Progress
<b>If "in progress," anticipated completion date:</b>	<b>If "in progress," anticipated completion date:</b> No later than the expiration of the current strategic plan: Next Horizon 2025.	<b>If "in progress," anticipated completion date:</b> No later than the expiration of the current strategic plan: Next Horizon 2025.

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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.

	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>	Completed	In Progress	In Progress
	<b>If "in progress," anticipated completion date:</b>	<b>If "in progress," anticipated completion date:</b> No later than the end of the Spring 2023 semester.	<b>If "in progress," anticipated completion date:</b> No later than end of Fall 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> Under consideration by the Faculty Senate.	<b>If "in progress," anticipated completion date:</b>

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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.

The BOT will conduct a thorough review:

	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: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.
<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: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.
<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: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.	If "in progress," anticipated completion date: No later than the end of the Spring 2023 semester.
<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:

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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
<b>Student orientation programming</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>	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	Completed	Completed
	If "in progress," anticipated completion date: December, 2022	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<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:

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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>	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>	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	Completed	Completed
	If "in progress," anticipated completion date: December, 2022	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<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:

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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>	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<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>	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	Completed	Completed
	If "in progress," anticipated completion date: December, 2022	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
<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:

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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
<p><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></p>		<p>To instill the importance of these principles from day one, we have incorporated our clear support within various aspects of our student and employee orientation programs. An official university-wide communication from the President was sent at the beginning of the 2022 fall semester which articulated our support of the Florida Board of Governor's Statement of Free Expression. A link to the Statement was added to the university website.</p>	<p>Completed and ongoing.</p>
	If "in progress," anticipated implementation date:		
<p><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></p>		<p>As a university that encourages critical thinking and educational discussion, FIU has long supported hosting forums, dialogues and debates on various issues, encouraging differing perspectives that promote an array of learning opportunities. We will ensure the campus community is aware of mechanisms for reporting instances where they believe free expression is foreclosed. As an example, the Student Orientation highlights the various reporting tools where the FIU community can report concerns regarding civil discourse limitations and restrictions. This includes the hotline, the reporting website, and the various university offices which have developed mechanisms for reporting potential violations.</p>	<p>Completed and ongoing.</p>
	If "in progress," anticipated implementation date:		
<p><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></p>		<p>(1) Executive leadership has met to discuss how to promote FIU's position on the importance of viewpoint diversity and open-minded discussion and debate. University leadership is encouraged to develop policies and procedures to include clear guidelines in support of free expression. (2) We have existing robust regulations and policies that prohibit discriminatory behavior. We will ensure the campus community is aware of reporting mechanisms to capture instances where they believe exclusions based on race and ethnicity are occurring.</p>	<p>Completed and ongoing.</p>
	If "in progress," anticipated implementation date:		

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	In Progress	Implemented	Summer 2023
<p><b>4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.</b></p>		<p>FIU offers equitable opportunities for speakers as an open forum for all viewpoints. We have established mechanisms for any group that wishes to rent university space. The University's premises use agreement requires compliance with federal and state law. Nevertheless, we will review the space policies and procedures to make certain they comply with applicable requirements. While the Campus Free Expression Act, provides for expressive activities in outdoor areas of campus (as opposed to rented university space), we note that the University's Board of Trustees, in 2018, approved amendments to Regulation FIU-110 following the enactment of, and to ensure compliance with, the Campus Free Expression Act, Section 1004.097, Florida Statutes.</p>	<p>Completed and ongoing.</p>
	<p><b>If "in progress," anticipated implementation date:</b></p>		
<p><b>5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.</b></p>	<p>To emphasize the importance of these principles, the department of Talent Acquisition and Management has incorporated the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and their compliance with section 1004.097, Florida Statutes, into New Employee Experience (NEE) and New Faculty Orientation (NFO) beginning fall of 2022. Additionally, the standard statement has been incorporated into the HR News &amp; Updates protocol for release on a quarterly basis. Moreover, we will incorporate the content into the university's leadership programs; Leadership Education Advancement Program (LEAP) and the President's Leadership Program (PLP). Lastly, through the established relationship with all departments' HR communication partners, we will present the Statement of Free Expression to the University's HR Liaisons during the quarterly meetings as an additional point of emphasis at the division, college, and department level.</p>		<p>Completed and ongoing.</p>
	<p><b>If "in progress," anticipated implementation date:</b> No later than the end of the Spring 2023 semester.</p>		

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	In Progress	Implemented	Summer 2023
<p><b>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.</b></p>	<p>The Center for the Advancement of Teaching (CAT) is collaborating with the Office of Faculty Leadership &amp; Success (FLS) to offer support sessions and sample syllabi language to help faculty initiate and manage discourse and free expression in the classroom. This includes training faculty in the use of the anonymous feedback tool, Feedback Box. Initial efforts during the 2022-2023 academic year are focusing on high-impact courses whose content might lend itself to multiple perspectives. Support sessions include understanding the Statement; implications for specific course content, materials, and delivery; formulating assignment and discussion prompts that encourage and respect multi-perspective discourse; and navigating difficult conversations and managing missteps and emotional responses. In the high-impact classes, CAT will expand its use of the Gateway survey to provide faculty with an understanding of how their students perceive the learning environment with questions that include: I feel like I am part of the community, I feel valued and respected, and I feel like I can share my thoughts and ideas. Guided workshops will help faculty understand and use student responses to improve instruction. CAT and FLS will also work with departmental chairs on receiving and handling student reports of classroom experiences that do not support open dialogue. Workshops began in August 2022 and will continue throughout the academic year.</p>		
	<p><b>If "in progress," anticipated implementation date:</b> No later than the end of the Spring 2023 semester.</p>		Completed and ongoing.