

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

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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>		
Accountability Plan	Strategic Plan	Summer 2023 Update
In Progress	In Progress	In Progress
If "in progress," anticipated completion date: Spring 2023	If "in progress," anticipated completion date: Spring 2023.	The Accountability Plan was approved by the BOT April 27, 2023 and the BOG June 21, 2023. The Strategic Plan is set to be approved by the BOT in September 2023.

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University Leadership – Recommendation III			
<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
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	Completed	In Progress	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: Fall 2022	If "in progress," anticipated completion date:
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 <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>	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: November 16th	If "in progress," anticipated completion date: November 16th	If "in progress," anticipated completion date: November 16th
<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>	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>	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>	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>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>	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			
<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
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.	A "Free Speech" poster design workshop for student submission. The workshops will be organized around an educational program that facilitates a greater awareness of tolerance for ideas exchanged.	The Florida Poly library has developed a series of web guides to promote and connect faculty, staff, and students with information resources and reading suggestions that cultivate a culture of civil discourse. The web guides will be linked through the library webpages and made available in Weekly Phoenix updates.	Poster design workshop is being held again in Fall 2023
	If "in progress," anticipated implementation date: Fall 2022		
2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.	The University previously hosted Campus Conversations, an opportunity for employees to meet with leadership to take part in open discussions on various issues and perspectives. The University will re-implement Campus Conversations at least once a semester.	Florida Poly includes a civil discourse exercise within new student orientation that provides an opportunity for students to discuss differing opinions based on topics of interest to the student, for example, who is the "best" Marvel character. The SGA's Legislative Branch Advocacy and Communication Committee hosts monthly Town Halls that are open to all students.	
	If "in progress," anticipated implementation date: Spring 2023		
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.		The University is committed to providing and maintaining an environment free from unlawful discrimination. University regulation FPU-1.004 Non-Discrimination/Equal Opportunity specifically prohibits discrimination based on race or ethnicity. University regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation outlines the process to address discrimination and harassment complaints. University regulation FPU-3.002 Student Government and Student Organizations and the SGA's Constitution prohibit the Student Government Association and Registered Student Organizations from discriminating based on race or ethnicity, among other protected class statuses.	
	If "in progress," anticipated implementation date:		
4. Avoid disinventions by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.		University regulation FPU-1.003 Use of University Facilities and Property clearly outlines the priority of use for university facilities and property. Top priority is given to credit instruction and other academic uses. Due to the University's limited space, events on campus mostly consist of credit instruction and other academic uses. When space is available, the University allows outside parties to use campus facilities regardless of the content of the message. It is the intent of the University to encourage a free discourse of ideas while maintaining the safe and normal operations of campus life and education. To this end, the University revised regulation FPU-1.007 Campus Free Expression in 2019 to reflect the University's commitment to free expression and to comply with section 1004.097, Florida Statutes. The University does not have, and has never had, a free speech zone. Free expression is permitted, and encouraged, on University grounds and indoor areas. Such use must not disrupt or interfere with the normal operations of the University, any academic or other University activities, or the rights of other members of the University community.	
	If "in progress," anticipated implementation date:		
5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.	Appropriate University units are exploring and developing educational and professional development opportunities for employees to reinforce free expression and open-minded debate norms.	The University partnered with EEOC Training Institute to provide mandatory training for supervisors titled "Leading with Respect" that focused on respect and the types of behaviors that contribute to a respectful and inclusive organizational culture. The University also provides annual employee discrimination and harassment training that address civil communications.	
	If "in progress," anticipated implementation date: Spring 2022		
6. Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.	The faculty will work to include in all syllabi for fall 2022 an abbreviated version of the Faculty Assembly's endorsement of the Board's Statement of Free Expression and commitment to the principles of civil discourse. The University Writing Center will launch a campaign educating students about the importance of free expression and the value of civil discourse as part of its regular academic year services.	The University regularly assesses student engagement and satisfaction through nationally normed surveys that include questions related to freedom of expression and exposure to different points of view in classroom and campus environments.	
	If "in progress," anticipated implementation date: Fall 2022		