

NEW COLLEGE OF FLORIDA
Civil Discourse Update
Summer 2023

The Board of Governors as Advocate – Recommendation I			
<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>			
	In Progress	Implemented	Summer 2023 Update
Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse	In Spring 2022, New College of Florida created a Civil Discourse Initiative (CDI) committee, which was charged with developing the College's response to the Board's request. The committee consisted of the Interim Dean of Diversity, Equity and Inclusion; the Director of Academic Initiatives and Special Projects in the Office of the Provost; the Co-Directors of the Initiative on Diversity and Equity in Academics; the Assistant Director of Civic Engagement, the Associate Director of Student Success Program; the Associate Director for Transition and Family Programs; and a Faculty Representative. Due to a number of personnel changes the CDI committee is being re-constituted in Fall 2022 with a mix of new and returning personnel and additional student representation. The CDI committee has operationalized the Board's commitment to open-minded and tolerant civil discourse through the development of the Initiative on Respectful Discourse (IRD). Thus, many of the recommendations are in progress.	Completed 9/2/22	Completed.
	If "in progress," anticipated implementation date: Fall 2022		

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University Planning – Recommendation II		
<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
Completed	In Progress	
If "in progress," anticipated completion date:	If "in progress," anticipated completion date: 2024 or 2025 (when NCF develop its next Strategic Plan)	If "in progress," anticipated completion date:

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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	In Progress
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023
Summer 2023 Update	Completed	In Progress	In Progress
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: September 2023	If "in progress," anticipated completion date: September 2023

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University Leadership – Recommendation IV			
<i>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.</i>			
	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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 2023	If "in progress," anticipated completion date: June 2023	If "in progress," anticipated completion date: June 2023
Summer 2023 Update	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: June 2023	If "in progress," anticipated completion date: June 2023	If "in progress," anticipated completion date: June 2023
Summer 2023 Update	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023

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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	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: May 2023	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023
Summer 2023 Update	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023
Summer 2023 Update	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023

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

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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
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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023
Summer 2023 Update	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023	If "in progress," anticipated completion date: May 2023
Summer 2023 Update	In Progress	In Progress	
	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 2023	If "in progress," anticipated completion date: October 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
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.	In Progress/on-going	In 2019 New College of Florida adopted a Statement of Free Expression that highlights the importance of civil discourse, academic freedom, and free speech. This statement is on the college's "Values and Mission" page, making it available to the public and campus community. The New College Student Code of Conduct contains a clear and unambiguous endorsement of the Board of Governor's Statement of Free Expression. During Fall 2022 orientation, students watched a 10-minute video that introduced them to the Initiative on Respectful Discourse, and they completed a short assessment to gauge their level of understanding after the video.	Completed.
	If "in progress," anticipated implementation date:		
2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.	In progress since this is an ongoing initiative	During the Spring 2022 semester, the Civil Discourse Initiative (CDI) committee identified different programs taking place on campus, which consisted of a number of forums, dialogues, debates, and other events that exposed members of the college's community to a wide variety of issues and different viewpoints. For example, the Center for Career Engagement and Opportunity has developed a Certificate in Leadership program which invites corporate and business leaders to campus for guest speaking engagements. The NCF Office of General Counsel organizes Moot Court, which is a method of teaching law and legal skills that requires students to analyze and argue both sides of a hypothetical legal issue. The 2022 Moot Court program featured The Honorable Adam S. Tanenbaum, First District Court of Appeal, and New College of Florida Trustee Garin C. Hoover. Starting with the 2022-2023 academic year, New College of Florida has developed a new debate series organized through the Provost Office by Dr. Frank Alcock, Director of Academic Initiatives and Special Projects called New College "Bayfront" Dialogues. The Bayfront Dialogues model is informed by the Breezeway Dialogues model at Florida Atlantic University and Tiger Bay Club models from around the state.	Completed. Pursuant to H.B. 931 Section 4, Section 1001.93, New College of Florida has established an Office of Public Policy Events, appointed a Director of Public Policy Events, and will host four public discourse events each academic year.
	If "in progress," anticipated implementation date: Spring 2022		
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.	In Progress	In the College's regulations, 3-4022: Equal Education and Opportunity clearly states the college's commitment to creating an educational and work environment free from discrimination, which includes race and ethnicity. The college also has a regulation, 3-4027: Discrimination/Harassment, that prohibits discrimination based on race and ethnicity and outlines the procedure for investigating incidents that arise. Additionally, 6-3005-the New College of Florida Student Code of Conduct has a number of provisions that prohibit exclusion from programming, academic activities, and facilities based on race and ethnicity. The Director of Community Education and Standards, will make any additional updates to the Student Code of Conduct.	Completed.
	If "in progress," anticipated implementation date:		

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.	In progress: The college's Dean of Diversity, Equity, and Inclusion and General Counsel will lead efforts to develop clear, viewpoint-neutral policies and procedures that can govern the invitation and accommodation of campus speakers during the 2022-2023 academic year.		In progress. Previous efforts led by the dean of DEI have been discontinued or transitioned pursuant to recent changes in Florida law.
	If "in progress," anticipated implementation date: May 2023		October 2023
5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.	In progress: The Civil Discourse Initiative (CDI) committee will lead the college's efforts to provide targeted educational and professional development opportunities through the development of an intergroup dialogue program as a core part of the Initiative on Respectful Discourse during the 2022-2023 academic year. Intergroup dialogue brings people with different perspectives together in order to promote a mutual understanding of each other's ideas, build trust, and develop the disposition and skills to communicate and foster respectful relationships across divides.	In progress.	Completed. Intergroup Dialogue tutorial completed May 2023.
	If "in progress," anticipated implementation date: May 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.	In progress: The Initiative on Diversity and Equity in Academics (IDEA) co-directors will conduct research during the 2022-2023 academic year on the college's Diverse Perspectives requirement in order to evaluate its effectiveness and understand how to best support faculty in providing opportunities for students to learn about diverse perspectives. The Dean of Diversity, Equity, and Inclusion; Provost; General Counsel; and Co-Directors of IDEA will develop training for faculty members on diversity in the classroom during the 2022-2023 academic year.		In progress. Previous efforts led by the dean of DEI have been discontinued or transitioned pursuant to recent changes in Florida law. Human Resources, Provost, and General Counsel will continue to develop training for faculty members.
	If "in progress," anticipated implementation date: May 2023		October 2023