

UNIVERSITY OF CENTRAL FLORIDA
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
Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse	a. Spring 2023 — Student Leader Training on Inclusive Communication and Civil Discourse b. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse" c. Ongoing — Deliberative Dialogues Series will continue d. Spring 2023 — Course on civil discourse through UCF's LEAD Scholars Academy e. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming, including a Fall 2022 learning session aimed at adjuncts and graduate students who are teaching f. Fall 2022 — Update employee orientation to include materials on civil discourse and freedom of expression	a. Ginsburg Center for Inclusion and Community Engagement opened July 1, 2022 — to promote critical thinking; innovation in teaching and learning; and an awareness and appreciation of varied viewpoints and lived experiences. b. Deliberative Dialogues: A Civil Discourse Dialogue Series. c. Mandatory training for new employees on UCF's Employee Code of Conduct. d. HR resources for employees addressing workplace civility and handling difficult conversations. Workshops on respectful dialogue and civility at work. e. Student and Employee Orientation sessions include reference to and material about civil discourse. f. Instructor-focused website with resources for engaging in civil pedagogy (available at https://fctl.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/).	Completed* [*Activities described as ongoing will continue into the future.]
	If "in progress," anticipated implementation date: a. Spring 2023 b. Spring 2023 c. Ongoing d. Spring 2023 e. Ongoing f. Fall 2022		

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University Planning — Recommendation II		
<p><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></p>		
Accountability Plan	Strategic Plan	Summer 2023 Update
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 III			
<p><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></p>			
	University Board of Trustees	Faculty Senate	Student Government
	Completed	In Progress	In Progress
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: Spring 2023	If "in progress," anticipated completion date: Spring 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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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	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	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	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	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	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	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

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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	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	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

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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	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	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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>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.</p>	<p>a. Spring 2023 — Update "Use Your Voice" website to include more targeted information related to civil discourse and provide a prominent link to the BOG Statement of Free Expression.</p> <p>b. Fall 2023 — New Faculty Orientation will include Ginsburg Center for Inclusion and Community Engagement materials on civil discourse topics.</p> <p>c. Fall 2022 — Staff Orientation presentations will be modified this Fall 2022 to include a specific slide dedicated to civil discourse and will direct new employees to university materials on the topic.</p> <p>d. Ongoing — Continue the Deliberate Dialogue Series.</p>	<p>a. See also responses to recommendations 4 and 6</p> <p>b. Use Your Voice website — A student-focused website to provide information to students about, among other things, free speech and the Campus Free Expression Act — at https://osi.ucf.edu/agencies/use-your-voice/.</p> <p>c. August 2022 — New Faculty Orientation included information on civil pedagogy, including a handout prepared by the Faculty Center for Teaching and Learning.</p> <p>c. Summer 2022 — Student Orientation Programming. Virtual pre-orientation and in-person orientation were updated to incorporate civil discourse. See Recommendation 6 for more detailed information.</p> <p>d. September 2022 — Launch of Deliberate Dialogues Series. See Recommendation 1 for more detailed information.</p>	<p>Completed* [*Activities described as ongoing will continue into the future.]</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Spring 2023 b. Fall 2023 c. Fall 2022 d. Ongoing</p>		
<p>2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.</p>	<p>a. Ongoing — Deliberative Dialogues Series will continue.</p> <p>b. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse."</p> <p>c. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming.</p> <p>d. Ongoing — Ginsburg Center for Inclusion and Community Engagement will serve as a primary driver for additional programming and coordination of ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.</p>	<p>a. September 2022 — Launch of Deliberate Dialogues Series — first dialogue entitled "A House Divided".</p> <p>b. Ongoing — The UCF Center for Ethics hosts the Be Better Club, an informal biweekly discussion group of students, faculty, and staff interested in contemporary ethical issues and their implications on our lives and communities.</p> <p>c. Fall 2021 — The UCF Center for Ethics launched university-wide interdisciplinary speaker series called "Ethically Speaking" (https://ethicscenter.research.ucf.edu/speakerseries/) to cultivate thinking about contemporary moral issues.</p>	<p>Completed* [*Activities described as ongoing will continue into the future.]</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Ongoing b. Spring 2023 c. Ongoing d. Ongoing</p>		

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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.

		Summer 2023
<p>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.</p>	<p>In Progress</p> <p>a. Spring 2023 — Update Use Your Voice Website to include more targeted information related to civil discourse and provide a prominent link to the BOG Statement of Free Expression.</p> <p>b. Ongoing — Maintain Faculty Center for Teaching and Learning-hosted instructor-focused website on civil pedagogy.</p>	<p>Implemented</p> <p>a. September 23, 2021 — University leaders gave a presentation to the UCF Board of Trustees addressing inclusive excellence at UCF, focusing on how the university ensures freedom of expression and encourages civil discourse.</p> <p>b. May 26, 2022 — The UCF Board of Trustees adopted the university's 2022-2027 Strategic Plan – "Unleashing Potential: Becoming the University for the Future." The plan includes principles of civil discourse and an endorsement of the Board's Statement of Free Expression as part of the university's focus on community and culture: "UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors' Statement of Free Expression."</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Spring 2023 b. Ongoing</p>	
<p>4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.</p>	<p>a. Spring 2023 — UCF's regulations and policies related to the use of campus grounds and facilities are part of UCF's regular policy review process, and the university commits to ongoing compliance with constitutional requirements on speech, including viewpoint neutrality.</p>	<p>a. The university has hosted many speakers with a wide variety of viewpoints. University regulations and policies related to the use of campus grounds and facilities provide clear, viewpoint-neutral procedures related to the invitation and accommodation of campus speakers. See University Regulation UCF-4.029(5).</p> <p>b. UCF's Campus Events Response Team consists of campus administrators who discuss upcoming events and work to make sure the event occurs without disruption, that counter-programming or protests can also take place in a non-disruptive and undisrupted fashion, and that any safety concerns can be addressed at the earliest possible opportunity.</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Spring 2023</p>	

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.

		Summer 2023
<p>5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.</p>	<p>In Progress</p> <p>a. Spring 2023 — Interactive workshop for entire campus community entitled "Let's Talk: Engaging Difference and Promoting Civil Discourse."</p> <p>b. Fall 2022 — Update employee orientation to include materials on civil discourse and freedom of expression.</p> <p>c. Ongoing — UCF will assess all educational and professional development opportunities to ensure alignment with current mission and values, which include a commitment to civil discourse, consistent with the Statement.</p>	<p>a. September 2022 — Launch of Deliberate Dialogues Series — first dialogue entitled "A House Divided".</p> <p>b. Human Resources training materials for employees includes two self-student job aids on civil discourse: "Workplace Civility Learning Resources" and "Difficult Conversations Learning Resources".</p> <p>c. Dating back to Fall 2009, UCF has offered educational and professional development opportunities for employees on topics that reinforce free expression and openminded debate norms.</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Spring 2023 b. Fall 2022 c. Ongoing</p>	
<p>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.</p>	<p>In Progress</p> <p>a. Summer 2023, Ongoing — Faculty Center for Teaching and Learning summer conferences for faculty will include civil discourse, civil pedagogy, and inclusive instruction.</p> <p>b. Ongoing — Faculty Center for Teaching and Learning will incorporate civil pedagogy and civil discourse into monthly Teaching and Learning Day programming, including a Fall 2022 learning session aimed at adjuncts and graduate students who are teaching.</p> <p>c. November 2022 — Faculty Center for Teaching and Learning November issue of the Faculty Focus will include articles on civil pedagogy.</p>	<p>a. Instructor-focused website with resources for engaging in civil pedagogy (available at https://fctl.ucf.edu/teaching-resources/classroom-management/civil-pedagogy/).</p> <p>b. Faculty Center for Teaching and Learning May 2022 summer conference included a session focused on tools and activities faculty can use to create a climate in which encounters between students with different opinions and experiences can occur in the spirit of dialogue and mutual respect.</p> <p>c. Dating back to 1998, UCF has offered resources and training to faculty on how to facilitate open and civil classroom dialogue and discussion, through the Faculty Center for Teaching and Learning and other offices.</p>
	<p>If "in progress," anticipated implementation date:</p> <p>a. Summer 2023 b. Ongoing c. November 2022</p>	

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