

UNIVERSITY 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
<b>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</b>			
	<b>If "in progress," anticipated implementation date:</b>		
	The university has formed the new <b>Hamilton Center for Classical and Civic Education</b> , as authorized during the 2022 legislative session. One of the initial areas of focus of the Hamilton Center <b>during this academic year is to launch a public event series to promote the values of civil discourse and viewpoint diversity. The Hamilton Center is currently planning a series of events to launch in late 2022 or early 2023.</b>	During its April 21-22, 2022, committee and board meetings, the <b>Board of Trustees</b> reaffirmed its commitment to civil discourse and free expression. The UF Board reaffirmed its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. The Board further committed to continue its work to ensure a climate of free expression and civil discourse according to those statements and the Board of Governor's Civil Discourse Final Report.	Per SB266 legislation (1004.6496) that went into effect July 1, 2023, the <b>Hamilton Center</b> ( <a href="https://hamilton.center.ufl.edu">https://hamilton.center.ufl.edu</a> ) is intended to develop educational programming and a plan for implementation of programming to ensure that all university students demonstrate competency in civil discourse. The Center is well underway in hosting events and developing curriculum toward this vision. See Recommendation VII reporting for examples of events that the Hamilton Center has already sponsored. Hamilton Center faculty are currently developing and offering curricula for new course and program offerings to undergraduate students. Examples of courses offered in Spring 2023 include the following: (Un)Common Reads courses on Purgatorio, Nicomachean Ethics, Paradise Lost, Political Writings of Rousseau, and The Odyssey and a course entitled, "Happiness and Well-Being."
		University of Florida Regulation 4.040, also known as the <b>UF Conduct Code and Honor Code</b> , has clearly carved out free expression as protected by the First Amendment of the U.S. Constitution. The referenced language is found in Section 4C ("4. VIOLATIONS OF THE STUDENT CONDUCT CODE C. DISRUPTIVE CONDUCT").	As outlined in Regulation 4.040, A committee created by the <b>Vice President for Student Life or designee</b> , which must include student representatives, will review the regulation at least every three years. This review has begun and is slated to conclude in July 2023 with recommendations for updates to maintain compliance.
		The <b>UF Student Senate</b> allows designated time before each weekly meeting for Public Comment, during which every member of the Student Body is able to speak if they wish. There is an outline procedure for signing up for Public Comment for students to utilize.	No Changes- Still in place
		Per <b>UF Student Senate</b> codes 810.2 and 810.3, registered student organizations will receive funding each semester on a first-come, first-served basis as to ensure the personal biases of the Budget Committee or any other officer of UF Student Government are not the determining factor of funding decisions.	No Changes- Still in place

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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
If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
On April 22, 2022, the UF Board of Trustees adopted its 2022 Accountability Plan. That Accountability Plan says, "The University of Florida reaffirms its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. We will continue our work to ensure a climate of free expression and promote civil discourse according to those statements and the Board of Governors Civil Discourse Final Report.	In 2020, the university augmented "The Decade Ahead" 2015 strategic plan with the "UF Core Values" underpinning its goals and overarching aspiration with six central values. The values were shaped by input from all of UF's key stakeholders to ensure they reflect the diverse UF community.	The university formalized the <b>UF Core Values Presidential Advisory Council</b> ( <a href="https://www.fora.ua.ufl.edu/University/PresidentialCommittees/UF-Core-Values-Advisory-Council">https://www.fora.ua.ufl.edu/University/PresidentialCommittees/UF-Core-Values-Advisory-Council</a> ). Composed of faculty, staff, and students selected through an application process, this Council advises the President in areas related to the sustaining of the UF Core Values. The first UF Core Values Week of launched in Fall 2022 with aspirations for this being an annual event. <a href="https://www.ufl.edu/about/core-values/">https://www.ufl.edu/about/core-values/</a> .
	One of those Core Values is "Freedom and Civility" - "Embrace the freedom to inquire and express ideas without condemnation, and to show respect for the right of others to do the same."	
	The more complete description of the Freedom and Civility Core Value says, "We are a community that affirms and embraces openness to an inclusive range of viewpoints. An open-minded culture is the foundation of freedom of expression and affirms our commitment to academic freedom, which is rooted in mutual respect of others. We encourage curiosity in research, scholarship and exploration, and we create the conditions where inquiry can flourish. We should guard others' right to express themselves as unequivocally as we expect that right for ourselves."	
	The Core Values are on our website at <a href="https://president.ufl.edu/initiatives/uf-core-values/">https://president.ufl.edu/initiatives/uf-core-values/</a>	
	The complete strategic plan package can be found at <a href="https://president.ufl.edu/initiatives/uf-goals-and-values/">https://president.ufl.edu/initiatives/uf-goals-and-values/</a>	

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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	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
	During its April 21-22, 2022, committee and board meetings, the <b>UF Board of Trustees</b> reaffirmed its commitment to civil discourse and free expression. The UF Board reaffirmed its endorsement of the Board of Governors Statement of Free Expression dated April 15, 2019 and of the UF Freedom of Expression Statement dated April 12, 2019. The Board further said that it would continue its work to ensure a climate of free expression and civil discourse according to those statements and the Board of Governor's Civil Discourse Final Report. This is planned to be an annual occurrence.	<b>UF Faculty Senate</b> has charged the Academic Freedom, Tenure, Professional Relations And Standards (AFTPRS) Committee with the task of reviewing the statement and providing recommendations on adopting it to the Welfare Council, which will review and provide recommendations to the Steering Committee. At that point, the Steering Committee will determine if/when the Senate will take action on the matter. This should be completed during the fall term of the upcoming academic year.	In the upcoming 2022-2023 academic year, the <b>UF Student Government</b> intends propose to the UF student senators to submit legislation that endorses the Board's Statement of Free Expression after the senators have reviewed the statement.
<b>Summer 2023 Update</b>	Completed	In Progress	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
		Spring 2024	<b>SG</b> approved a Resolution Affirming the Importance of Free Expression and Civil Discourse at their meeting on October 11, 2022 by unanimous consent. <a href="https://sg.ufl.edu/wp-content/uploads/2022/10/Civil-Discourse-2022-1040.pdf">https://sg.ufl.edu/wp-content/uploads/2022/10/Civil-Discourse-2022-1040.pdf</a>

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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 ([http://www.leg.state.fl.us/statutes/index.cfm?App\\_mode=Display\\_Statute&Search\\_String=&URL=1000-1099/1004/Sections/1004.097.html](http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1004/Sections/1004.097.html)).

	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress		
	If "in progress," anticipated completion date: Summer 2023	If "in progress," anticipated completion date: Summer 2023	If "in progress," anticipated completion date: Summer 2023
	The UF BOT has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined in the BOG Statement.	The UF BOT has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined in the BOG Statement.	The UF BOT has charged the VP of Enrollment Management, VP of Student Affairs, and Associate Provost for Undergraduate Affairs to evaluate UF Preview in matters including review of content of communications and messaging to students and families. This review in the upcoming year will include evaluation of adherence to the principles outlined Florida Statute 1004.097.
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date: All orientation sessions include a video that discusses the principles of free speech and civil discourse and their importance on campus. The video utilizes UF students to highlight these topics and what they mean to our campus community. Additionally, topics related to civil discourse are discussed by orientation leaders in small group discussions with incoming students. While Preview assessment is continuous, incorporation of the afore-mentioned video is completed.	All orientation sessions include a video that discusses the principles of free speech and civil discourse and their importance on campus. The video utilizes UF students to highlight these topics and what they mean to our campus community. Additionally, topics related to civil discourse are discussed by orientation leaders in small group discussions with incoming students. While Preview assessment is continuous, incorporation of the afore-mentioned video is completed	All orientation sessions include a video that discusses the principles of free speech and civil discourse and their importance on campus. The video utilizes UF students to highlight these topics and what they mean to our campus community. Additionally, topics related to civil discourse are discussed by orientation leaders in small group discussions with incoming students. While Preview assessment is continuous, incorporation of the afore-mentioned video is completed

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University Leadership – Recommendation IV			
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	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024
	The UF Board of Trustees approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).	The UF Board of Trustees approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).	The UF Board of Trustees approved all changes to UF's Regulation 4.040 (UF Student Conduct Code and Honor Code).
	A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.	A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.	A committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.
<b>Summer 2023 Update</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Current review is in progress this year.	If "in progress," anticipated completion date: Current review is in progress this year.	If "in progress," anticipated completion date: Current review is in progress this year.
<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:
	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the General Counsel or designee with reviewing compliance with section 1004.097, Florida Statutes annually.
<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 <b>university academic, student affairs, and administrative leaders</b> 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>	In Progress If "in progress," anticipated completion date:	In Progress If "in progress," anticipated completion date:	In Progress If "in progress," anticipated completion date:
	UF's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech & Civil Discourse, and 1004.097. The UF BOT has reviewed and approved initial recommendations, many of which have been implemented for Preview 2023. See Recommendation 4 for more detail. Final implementation of the recommendations is anticipated by Summer 2024.	UF's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech & Civil Discourse, and 1004.097. The UF BOT has reviewed and approved initial recommendations, many of which have been implemented for Preview 2023. See Recommendation 4 for more detail. Final implementation of the recommendations is anticipated by Summer 2024.	UF's Enrollment Management, Student Life, and Undergraduate Affairs are currently conducting a thorough review of UF Preview, including communications and messaging concerning the Board's Statement of Free Expression, Principles of Free Speech & Civil Discourse, and 1004.097. The UF BOT has reviewed and approved initial recommendations, many of which have been implemented for Preview 2023. See Recommendation 4 for more detail. Final implementation of the recommendations is anticipated by Summer 2024.
<b>Summer 2023 Update</b>	In Progress If "in progress," anticipated completion date: Summer 2024	In Progress If "in progress," anticipated completion date: Summer 2024	In Progress If "in progress," anticipated completion date: Summer 2024
<b>Student codes of conduct</b>	In Progress If "in progress," anticipated completion date: 2023-2024	In Progress If "in progress," anticipated completion date: 2023-2024	In Progress If "in progress," anticipated completion date: 2023-2024
	As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.	As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.	Academic Affairs led discussion among UF Faculty Senate, University Curriculum Committee, and other faculty groups to develop and approve a syllabus statement now recommended to be included on every syllabus. The statement reads: <i>Students are allowed to record video or audio of class lectures. However, the purposes for which these recordings may be used are strictly controlled. The only allowable purposes are (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited. Specifically, students may not publish recorded lectures without the written consent of the instructor.</i> A "class lecture" is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor-led discussions that form part of the presentation, and delivered by any instructor hired or appointed by the University, or by a guest instructor, as part of a University of Florida course. A class lecture does not include lab sessions, student presentations, clinical presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, exams), field trips, private conversations between students in the class or between a student and the faculty or lecturer during a class session. <i>Publication without permission of the instructor is prohibited. To "publish" means to share, transmit, circulate, distribute, or provide access to a recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, leaflet, or third party note/tutoring services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by a person injured by the publication and/or discipline under UF Regulation 4.040 Student Honor Code and Student Conduct Code.</i>
<b>Summer 2023 Update</b>	In Progress If "in progress," anticipated completion date: 2023-2024	In Progress If "in progress," anticipated completion date: 2023-2024	Completed If "in progress," anticipated completion date:
<b>Employee personnel policies and procedures</b>	In Progress If "in progress," anticipated completion date:	In Progress If "in progress," anticipated completion date:	In Progress If "in progress," anticipated completion date:
	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the General Counsel or designee with reviewing compliance with section 1004.097, Florida Statutes annually.

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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.*

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

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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>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024
	See above summary of the ongoing Preview evaluation.	See above summary of the ongoing Preview evaluation.	See above summary of the ongoing Preview evaluation.
<b>Summer 2023 Update</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024
	As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.	As reported under Recommendation 4, a committee created by the Vice President for Student Affairs or designee in <b>UF Division Student Life</b> , including student representatives, will review University of Florida Regulation 4.040 (UF Student Conduct Code and Honor Code) at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval and vetted with faculty in Academic Affairs.	In response to the Florida Statute 1004.097 and Florida HB 233, <b>UF Division of Student Life</b> updated the the University of Florida Regulation 4.040 in June 2021 by amending definitions in Section 2, "Class," "Lecture," "Faculty," "Publish," and "Recording" as orchestrated by UF Academic Affairs and General Counsel. The updates were subsequently approved by the University of Florida Board of Trustees in December 2021. -The UF Honor Code, Section 3(g)1-3 and Section 5c.(m)2, details the above updates related to Unauthorized Recordings and Invasion of Privacy and Unauthorized Recording. -In compliance with Florida Statute 1004.097, the University of Florida Student Conduct and Conflict Resolution website was updated to include a frequently asked questions and responses related to changes to the University of Florida Regulation 4.040. The resource may be found at the following web address, <a href="https://sccr.dso.ufl.edu/policies/code-change-faq/">https://sccr.dso.ufl.edu/policies/code-change-faq/</a> . -A committee created by the Vice President for Student Affairs or designee in UF Division Student Life, including Student representatives, will review University of Florida Regulation 4.040 at least every three (3) years. Any additional updates are subject to UF Board of Trustees evaluation and approval.
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date: Ongoing	If "in progress," anticipated completion date: Ongoing	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:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the Vice President for Human Resources as designee to review policies regarding freedom of expression and civil discourse annually. Regulations reviewed include Regulation 7.018, Academic Freedom and Responsibility; Regulation 1.008, Disruptive Behavior; and Regulation 2.002 Campus Demonstrations.	The UF BOT has charged the University administration, in consultation with the General Counsel's Office, with reviewing compliance with section 1004.097, Florida Statutes annually.
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date: Ongoing	If "in progress," anticipated completion date: Ongoing	If "in progress," anticipated completion date: Ongoing



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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>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024
	See above summary of the ongoing Preview evaluation.	See above summary of the ongoing Preview evaluation.	See above summary of the ongoing Preview evaluation.
<b>Summer 2023 Update</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024	If "in progress," anticipated completion date: Summer 2024
<b>Student codes of conduct</b>	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024	If "in progress," anticipated completion date: 2023-2024
	See above concerning regular review of UF Regulation 4.040.	See above concerning regular review of UF Regulation 4.040.	See above concerning regular review of UF Regulation 4.040.
<b>Summer 2023 Update</b>	Completed	Completed	Completed
	If "in progress," anticipated completion date: Ongoing	If "in progress," anticipated completion date: Ongoing	If "in progress," anticipated completion date: Ongoing
<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:
	<b>UF Human Resource's</b> New Faculty Orientation ( <a href="https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/">https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/</a> ) includes a section pointing faculty to trainings that help support skills and practices to promote engaging productively across different perspectives.	<b>UF Human Resource's</b> New Faculty Orientation ( <a href="https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/">https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/</a> ) includes a section pointing faculty to trainings that help support skills and practices to promote engaging productively across different perspectives.	<b>UF Human Resource's</b> New Faculty Orientation ( <a href="https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/">https://welcome.hr.ufl.edu/getting-started/orientation/new-faculty-orientation/</a> ) includes a section pointing faculty to trainings that help support skills and practices to promote engaging productively across different perspectives.
<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:
	The <b>New Faculty Orientation</b> administered by <b>UF HR</b> includes content that provides an introduction to new faculty concerning 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. The <b>UF Center for Teaching Excellence</b> continues to support faculty and graduate students through new faculty and TA orientation events that align with best practices for civil discourse.	The <b>New Faculty Orientation</b> administered by <b>UF HR</b> includes content that provides an introduction to new faculty concerning 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. The <b>UF Center for Teaching Excellence</b> continues to support faculty and graduate students through new faculty and TA orientation events that align with best practices for civil discourse.	The <b>New Faculty Orientation</b> administered by <b>UF HR</b> includes content that provides an introduction to new faculty concerning 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. The <b>UF Center for Teaching Excellence</b> continues to support faculty and graduate students through new faculty and TA orientation events that align with best practices for civil discourse.

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<b>Best Practices for Civil Discourse – Recommendation VII</b>			
<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>			
Best Practice	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.			
	If "in progress," anticipated implementation date:		The <b>UF Center for Teaching Excellence</b> continues to support faculty and graduate students through new faculty and TA orientation events that align with best practices for civil discourse.
		The <b>UF Division of Student Life</b> includes in UF's orientation program, Preview, an emphasis in its discussion on the code of conduct on civil discourse, academic freedom, and free speech.	The <b>UF Division of Student Life</b> continues its practices of introducing students in 2023 Preview to the code of conduct as related to civil discourse, academic freedom, and free speech.
		The <b>UF Bob Graham Center for Public Service</b> recently hired a Civic Engagement Coordinator. In addition to playing a primary role in facilitating UF's voter engagement initiatives, she serves as our civic literacy coordinator helping to provide synchronous opportunities for students in asynchronous courses to discuss difficult issues, help facilitate candidate forums and similar events as noted below and advise mock trial groups for the UF College of Liberal Arts and Sciences. In the Summer 2022, 24 synchronous sessions of POS2041 and AMH2020 were offered, and 10 sessions were offered in Fall 2022. Each week covers a different topic, allowing students opportunities to engage in weekly discussion on difficult topics that always culminated in reflection on "areas of common ground or compromise."	The <b>UF Bob Graham Center for Public Service</b> hired a Civic Engagement Coordinator in June 2022. Over the course of the year, the Coordinator facilitated UF voter engagement initiatives, including a competition on voting engagement with the University of TN. Further, the coordinator has continued to host civic literacy discussion sessions in coordination with the political science and history departments for students in online sections of POS 2041 and AMH 2020 in an effort to meet the state civic literacy synchronous discussion requirement. Over 20 sessions were offered in both the Fall and Spring Semesters. Currently a total of 5 sessions are being offered this Summer alongside instructor-led discussions. Each week covers a different topic, allowing students opportunities to engage in weekly discussion on difficult topics that always culminated in reflection on "areas of common ground or compromise."
			The <b>UF HR</b> coordinates the New Faculty Orientation each year. See Recommendation VI for details.

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<b>Best Practices for Civil Discourse – Recommendation VII</b>			
<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>			
Best Practice	In Progress	Implemented	Summer 2023
<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>			
	If "in progress," anticipated implementation date:		February 15, 2023, the <b>Office of the Chief Diversity Officer</b> hosted a forum open to all members of the campus and broader local community to discuss and encourage open dialogue about anti-Semitism and recent visitors to campus who espoused anti-Semitic views. The forum speakers included rabbis, students, the mayor of Gainesville, and the UF chief of police. The panel discussion included a First Amendment expert who provided context on free speech. The forum closed with a question and answer session that focused on the importance of free speech in a democratic society.
	The <b>UF Bob Graham Center for Public Service</b> continues to offer public and student programming that stretches across the political spectrum, including hosting an event last January on what to expect in the spring 2022 legislative session with both Republican and Democratic representation and moderated by UF's VP for Government and Community Relations Mark Kaplan. These types of programs will continue and will be connected to opportunities for synchronous conversations for asynchronous students.		The <b>UF Bob Graham Center for Public Service</b> continues to offer public and student-facing programming on civic topics. This includes educational opportunities such as student trivia nights, centered on civic education topics (e.g. Constitution Day); public facing programs such as a General Election Candidate Forum (co-hosted with the non-partisan League of Women Voters of Alachua County), inviting local candidates across the political spectrum. The Center also hosted a civil discourse public program, with invited Speaker John Rose from Duke University (co-hosted with the Dial Center). This program was held in conjunction with a professional development symposium on campus. This two-day symposium was held in October and included faculty and graduate students from across campus and colleges. Participants engaged in meaningful discussions about how to facilitate civil discourse in the classroom, and to foster an accepting environment for all political views.
	The <b>UF Bob Graham Center for Public Service</b> also initiated a non-partisan Civic Engagement Cabinet, open to student organizations, the athletic department, and other interested units. The primary focus thus far has been voter engagement, but that is not the sole focus, as the Center promotes the idea that voting is merely the entry point for civic engagement.		The <b>UF Bob Graham Center for Public Service</b> continues its progress with the Civic Engagement Cabinet - a non-partisan entity that invites student organizations from across campus with an interest in community and campus engagement. This non-partisan group held regular meeting throughout the Fall and Spring semesters to encourage student voting, offer programming with the Supervisor of Elections, and promote engagement with the broader campus community. The Cabinet also works with the UAA to provide non-partisan voter registration for new student athletes. The Cabinet's efforts were recognized by the National ALL-IN for Democracy organization (a non-partisan student voting initiative). UF was designated a "Voter Friendly Campus" by ALL-IN through the Cabinet's efforts.
	The <b>UF Faculty Senate</b> intends to invite conservative and liberal experts on academic freedom to discuss HB 7 and other laws that address speech in higher education.		
In an effort to continue to foster open dialogue among stakeholders at UF and thus promote civil discourse, the <b>UF Faculty Senate</b> will include the UF Board of Trustees and UF Student Government leadership more frequently in Faculty Senate meetings.			

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Best Practice	In Progress	Implemented	Summer 2023
			<p>The <b>Hamilton Center</b> sponsored or co-sponsored various events that provided opportunities for civil discourse. Examples include the following: "The American Founding and the American Political Order," Drs. Adam Smith (Oxford) and Patrick Griffin (Notre Dame), February 9, 2023; Screening of documentary, "Unguarded," February, 27, 2023; "How Should We Interpret the Constitution?", Drs. Randy Barnett (Georgetown) and Mitchell Berman (Penn), March 7, 2023; and "What is Western Civilization?", Drs. Anthony Grafton (Princeton) and James Hankins (Harvard), April 20, 2023. Recording of Hamilton Center events can be found here: <a href="https://www.youtube.com/@ufhamiltoncenter">https://www.youtube.com/@ufhamiltoncenter</a>.</p>
			<p>All colleges fostered education and engagement surrounding civil discourse and academic freedom in various ways that span all of the listed best practices. Here are three examples of what colleges have done in this area this past year:</p>
			<p>The <b>College of the Arts</b> held several facilitated Town Halls during the 2022-2023 academic year, with a structure that allowed faculty and staff to bring questions to the table through multiple modalities to ensure that all felt comfortable raising questions or concerns. We started meetings by developing a set of shared agreements as to how discussion would proceed to keep any single voice from dominating the discussion and to keep conversation focused on topics rather than becoming personal.</p> <p>During the administrative integration of the Digital Worlds Institute in spring 2023, the College of the Arts held topically-focused listening sessions open to all faculty and staff of the Institute to ask questions, bring information, or discuss aspirations in all functional administrative areas to ensure that everyone in the Institute had an opportunity to have their voice and concerns heard as we integrated the administrative function of the Institute fully into the College. These listening sessions were followed by a report-out of what we learned and a series of next steps (with a timeline) to help increase transparency and ensure continued open dialog with the faculty and staff of the Institute.</p>
			<p>The <b>College of Health and Human Performance</b> has a standing Council that champions civil discourse and academic freedom. Much of the ongoing and episodic work in civil engagement occurs under the council's remit, in collaboration with departments and college offices. Events that encourage civil discourse and engagement were also held on a regular to semi-regular basis, including the following: Annual fall faculty/staff retreat, Graduate student orientation, New faculty orientation, "Stanley" Lecture Series on topics that provide opportunities for engagement, etc.</p>

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Best Practice	In Progress	Implemented	Summer 2023
			<p><b>The College of Public Health and Health Professions</b> recognizes the importance of civil discourse and respect for diverse experience, values, and opinions within the classroom environment. As such, PHHP has incorporated an Inclusive Learning Environment statement on our syllabus template for the creation of new courses. Faculty access the template through our PHHP Curriculum Committee informational website. The Bachelor of Public Health program has included a modified version of this statement in their student handbook as well. We also include syllabus template language on academic integrity for use by our instructors.</p> <p>Based on the fundamental value of and respect for diversity of roles within the college, the deans and associate deans are drafting descriptive language that reflects the dynamic nature of different roles represented by our employees (e.g., educator, researcher, clinician, advisor, etc.). The goal is to create a common language that embodies respect for the contributions of employees regardless of position. Anticipated completion date is December 2023.</p>
			<p>PHHP (continued): The administrative staff of the PHHP Department of Health Services Research, Management and Policy will be holding a retreat July 27, 2023 to discuss vision and expectations of the administrative team. One intent of holding the retreat is to support and encourage the free exchange of ideas towards team strengthening. In addition, the faculty and staff held retreats on May 12, 2023 to discuss and evaluate the curricula, competencies, and student experiences in the Master of Health Administration program and the PhD in Public Health, health services research concentration. Primary purposes of these retreats were to gain various perspectives and support open discussion towards strengthening the programs.</p> <p>PHHP faculty routinely include the college template language regarding academic integrity and the inclusive learning environment (referenced above) on their individual syllabi to establish the importance of civil discourse from the first day of class. This includes our summer courses.</p> <p>The college offers on line teaching excellence modules, two of which cover classroom communication strategies and management to foster a positive, respectful learning environment and student engagement. These modules are readily available in Canvas for any faculty member/instructor interested in accessing them.</p>
<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>If "in progress," anticipated implementation date:</p>		

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Best Practice	In Progress	Implemented	Summer 2023
			A <b>Civil Discourse Council</b> , composed of faculty, staff, and students who represent areas relevant to civil discourse, has been formed. The envisioned roles of this Council are the following: 1. Inventory activities on campus; 2. Schedule and encourage campus partners to offer within units and collaboratively educational activities that teach and promote civil discourse; 3. With campus partners, President, UF BOT, establish a strategic plan for civil discourse at UF; 4. Report to the Florida BOG regularly on progress toward meeting the recommendations established in a strategic plan; 5. Provide continued presence and education for UF and how the UF Core Value of Freedom and Civility is embodied in all UF activities (in partnership with the UF Core Values Presidential Advisory Council). First meetings are anticipated in Fall 2023.
<b>4. Avoid disinventions by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.</b>			
	If "in progress," anticipated implementation date:		A <b>Civil Discourse Council</b> , composed of faculty, staff, and students who represent areas relevant to civil discourse, has been formed. The envisioned roles of this Council are the following: 1. Inventory activities on campus; 2. Schedule and encourage campus partners to offer within units and collaboratively educational activities that teach and promote civil discourse; 3. With campus partners, President, UF BOT, establish a strategic plan for civil discourse at UF; 4. Report to the Florida BOG regularly on progress toward meeting the recommendations established in a strategic plan; 5. Provide continued presence and education for UF and how the UF Core Value of Freedom and Civility is embodied in all UF activities (in partnership with the UF Core Values Presidential Advisory Council). First meetings are anticipated in Fall 2023.
<b>5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.</b>			
	If "in progress," anticipated implementation date:		
	The <b>UF Bob Graham Center for Public Service</b> also continues to offer professional development opportunities such as internships in political and lobbying offices across the political spectrum.	<b>UF Human Resources</b> ( <a href="https://learn-and-grow.hr.ufl.edu/courses-registration/">https://learn-and-grow.hr.ufl.edu/courses-registration/</a> ) delivered the trainings that cultivate skills and practices important for civil discourse for UF faculty and staff in Spring 2022 and will be offered in the Summer and Fall 2022. Examples of trainings include Communication Confidence, Now Hear This, Making Meetings Work, Inclusive Leadership, Conversations for a Culture of Inclusion, and Transforming Conflict.	See description above of the two-day symposium offered by the <b>Bob Graham Center for Public Service</b> . <b>UF Human Resources</b> continues delivery of civil discourse content in its trainings for faculty and staff.
<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>			
	If "in progress," anticipated implementation date:		

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	A collaboration among the offices of the <b>UF Academic Affairs, UF HR, UF Chief Diversity Officer</b> , and others has resulted in trainings for faculty and staff to better understand how recent state legislation translates to day-to-day responsibilities and expectations. A similar training for students is under development and intends to outline expectations of adherence to the principles outlined in the BOG Statement. Completion date is anticipated to be December 2022.	<b>UF's Center for Teaching Excellence</b> ( <a href="https://teach.ufl.edu/resource-library/difficult-dialogues/">https://teach.ufl.edu/resource-library/difficult-dialogues/</a> ) offers a variety of resources and trainings for faculty that nurture skills to create inclusive classroom environments that respectfully manage difficult classroom conversations open to all viewpoints.	As described above and in Recommendation 6, the <b>UF Center for Teaching Excellence</b> continues to support faculty and graduate students through new faculty and TA orientation events that align with best practices for civil discourse.
			The <b>Office of the Chief Diversity Officer</b> in partnership with the Office of Undergraduate Affairs and an external content developer, Good Course, developed a brief, engaging web-based microcourse that introduces students to concepts of civil discourse. The goal is to deploy the course to students in First Year Florida along with guided discussion about the concepts. The course was completed in March 2023 and plans for deployment are in progress.