

UNIVERSITY OF NORTH 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
<p>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</p>	<p>If "in progress," anticipated implementation date:</p>	<p>In Spring 2022, with support from then Interim President Chally, UNF formed a Civil Discourse Workgroup to evaluate UNF's climate of civil discourse and operationalize the BOG's recommendations. The workgroup was comprised of administrative, faculty, and student leadership from across UNF. At the behest of President Limayem, the workgroup will continue its work to ensure UNF continues to meet its commitment to civil discourse and implementation of BOG recommendations.</p>	<p>Completed: The workgroup was established and tasked with evaluating UNF's climate of civil discourse, operationalizing the BOG's recommendations and developing additional student, faculty, and staff opportunities to learn about and participate in a campus culture of open and free expression. The workgroup and smaller sub-groups continue to meet to ensure UNF is implementing both the BOG recommendations and fulfilling its own commitment to the principles of open and free expression. In a note to the campus community, President Limayem reiterated his commitment to these principles stating "it is not only our right but our responsibility to embrace free expression and open dialogue to promote greater understanding, and I want to ensure that is always the norm at UNF."</p>

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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	Completed
If "in progress," anticipated completion date:	If "in progress," anticipated completion date: No later than Fall 2023	If "in progress," anticipated completion date:
UNF's Accountability Plan was reviewed and approved by the Board of Trustees on April 27, 2022. UNF's Accountability Plan included an endorsement of the Statement of Free Expression as well as a clear expectation of open-minded and tolerant civil discourse throughout our campus community. UNF's Accountability Plan was submitted to the BOG on May 2, 2022.	Working with the University Board of Trustees and University stakeholders, UNF will begin the process of reviewing and updating the University Strategic Plan this Fall 2022. The Strategic Plan update will include an endorsement of the Statement of Free Expression and a clear expectation for open-minded and tolerant civil discourse throughout our campus community. We anticipate completion of the update to the UNF Strategic Plan no later than Fall 2023.	UNF's Strategic Plan was reviewed and approved by the Board of Trustees at the June 2023 meeting. Notably, under priority 1, UNF's plan states "[s]trengthen student engagement and ignite Osprey Pride and sense of belonging to help students thrive socially and academically by implementing . . .civil discourse initiatives aligned with the Florida Board of Governor's Statement of Free Expression."

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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
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	In Progress	Completed	Completed
	If "in progress," anticipated completion date: At a Spring 2023 Board of Trustees meeting	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
	UNF Board of Trustees reviewed and unanimously endorsed the BOG Statement of Free Expression at a quarterly meeting on April 27, 2022. UNF BOT will annually review and endorse the Statement of Free Expression. The next annual review and endorsement will occur in Spring 2023.	UNF's Faculty Association presented and endorsed the BOG's Statement of Free Expression, introduced by the Faculty Fellow for Intellectual Diversity and Academic Freedom at the first Faculty Association meeting of the Fall 2022 semester on Sept. 1. The Association plans to review and endorse the Statement of Free Expression annually at its Fall meeting.	After reviewing the BOG's Statement of Free Expression, UNF Student Government (SG) developed a Joint Resolution to demonstrate a unified approach to endorsing the BOG Statement of Free Expression. The joint resolution was unanimously approved at the first Fall 2022 SG Senate meeting on Sept. 9, 2022. UNF SG's professional staff will ensure that the Statement of Free Expression is annually reviewed and endorsed at the start of each Fall semester.
Summer 2023 Update	Completed	In Progress	In Progress
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
	The UNF Board of Trustees reviewed and unanimously endorsed the BOG Statement of Free Expression on April 27, 2023 at their quarterly meeting. UNF Board of Trustees will annually review and endorse the Statement of Free Expression.	UNF's Faculty Association plans to review and endorse the Statement of Free Expression annually at its Fall meeting. The next review will occur on September 7, 2023.	UNF's Student Government (SG) plans to review and endorse the Statement of Free Expression annually. The next review will take place during Fall 2023 at the first senate meeting on August 25, 2023.

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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.			
Student orientation programming	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
	Completed	Completed	Completed
	<p>Anticipated completion date: By the end of the 2022 calendar year.</p> <p>In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement. The Dean of Students plans to review student orientation programming with the UNF Board of Trustees by the end of the 2022 calendar year.</p>		
Summer 2023 Update			
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
	Completed	Completed	Completed
	<p>Anticipated completion date: By the end of 2022 calendar year.</p> <p>A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally. The workgroup plans to review the student code of conduct with the UNF Board of Trustees by the end of the 2022 calendar year.</p>		
Summer 2023 Update			
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
	Completed	Completed	Completed
	<p>Anticipated completion date: By the end of 2022 calendar year.</p> <p>A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally. The workgroup plans to review the employee personnel policies and procedures with the UNF Board of Trustees by the end of the 2022 calendar year.</p>		
Summer 2023 Update			
	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
	In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.		
Student codes of conduct	Completed	Completed	Completed
	A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.		
Employee personnel policies and procedures	Completed	Completed	Completed
	A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.		

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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
	In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.		
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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
	In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.		
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Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

	In Progress	Implemented	Summer 2023
<p>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>		<ul style="list-style-type: none"> - Effective May 2022, UNF new student, employee, and faculty orientation sessions were updated to highlight the importance of civil discourse and UNF's commitment to open and free expression. - Starting with the Fall 2022 semester, ENC1101, a freshman-level writing course, incorporates a civil discourse model and readings. - The Dean of Students Office participated in First Year Friday's with three additional voluntary new student programming sessions which included a more detailed review of civil discourse. 	<p>Implemented:</p> <ul style="list-style-type: none"> - Effective May 2022 UNF's new student, employee, and faculty orientations highlight the importance of civil discourse and UNF's commitment to open and free expression. - Effective Fall 2022, ENC 1101, a freshman-level writing course, at least one First-Year Experience course, and the POS 2041 Intro. to American Government incorporate civil discourse models and themes. Upper-division courses such as POS 3931 First Amendment reinforce these themes. - Dean of Students Office continues to present on civil discourse at First Year Fridays. - UNF launched an "Expression on Campus" webpage giving the UNF community valuable resources concerning the exercise of free speech and respecting the speech of others. The webpage can be found at https://www.unf.edu/expression/. - These efforts have been implemented and completed, however, these are ongoing initiatives.
	If "in progress," anticipated implementation date:		
<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>		<ul style="list-style-type: none"> - Ongoing discussion series "Difficult Conversations" and "Let's Talk About It..." - Monthly "Popcorn & Politics" series including debates and speaker series. - Student Government will host Senatorial Debates on October 25, 2022 -The Resolution and Engagement team within the Dean of Students Office hosts weekly Alternative Dispute Resolution Walk-in hours for the UNF Campus Community to process difficult situations or seek advice from staff trained in conflict resolution and communication style techniques. 	<p>Implemented:</p> <ul style="list-style-type: none"> - UNF continues to host "Difficult Conversations," Constitution Week, and "Popcorn & Politics." - UNF Student Government (SG) hosted SG Candidate Forum on March 1, 2023, in preparation of their March 21 & 22, 2023 Student Government Elections. - On April 26, 2023, UNF hosted an event "Civil Discourse: Why It Should Matter to You." At the event, Dr. Keith Allred, executive director of the National Institute for Civil Discourse, presented to students about the importance of civil discourse and techniques for having better conversations about politics. The second half of the event consisted of a 40-minute faculty-led exercise to help students practice their civil discourse skills. - These efforts have been implemented and completed, however, these are ongoing initiatives.
	If "in progress," anticipated implementation date:		
<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>		<ul style="list-style-type: none"> - Existing UNF Regulations 1.0040R, Non-Discrimination, Equal Opportunity, and Diversity Regulation, and 5.0010R, Student Conduct Code clearly state UNF's commitment to an educational and work environment free from discrimination, including based on race or ethnicity. - Registered student organizations and employee groups are open to all persons without regard to race or ethnicity. 	<p>Implemented:</p> <ul style="list-style-type: none"> - There have been no pertinent changes to UNF Regulations 1.0040R, Non-Discrimination, Equal Opportunity, and Diversity Regulation, and 5.0010R, Student Conduct Code. - Registered student organizations and employee groups remain open to all persons without regard to race or ethnicity.
	If "in progress," anticipated implementation date:		

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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
4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.		UNF's facilities use agreement and policies are clear that UNF facilities are open to all on a first-come-first-serve basis without consideration of a speaker's viewpoint. UNF is unaware of any instances of disinvitations of a speaker based on viewpoint considerations. The Office of the General Counsel's webpage hosts FAQs highlighting the First Amendment, Use of UNF facilities, and Political Activity on Campus.	Implemented: - There have been no changes to UNF facilities use policies. UNF facilities remain open to all on a first-come-first-serve basis without consideration of a speaker's viewpoint. - The Office of the General Counsel webpage continues to host FAQs on pertinent subjects including First Amendment, Use of UNF Facilities, and Political Activity on Campus.
	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.	In addition to employee orientation sessions, UNF's Center for Professional Development and Training is currently reviewing the available offerings in our employee learning management system (LMS) for professional development opportunities related to free expression and open-minded debate. In Progress/Ongoing. Expected to announce available offerings in Spring 2023.		In Progress: Anticipated Completion Date: Spring 2024 - Upon review of available offerings in UNF's employee LMS, UNF's Center for Professional Development and Training (CPDT) concluded that there were no offerings directly on the subject of civil discourse. However, in Fall 2023, UNF employees and students will have access to the LinkedIn Learning library of approximately 18,000 courses. CPDT staff are currently reviewing those offerings for relevant courses. In addition, an instructional designer is being hired to begin creating content and courses for UNF employees and students. UNF plans to ensure our available employee course offerings cover civil discourse either through purchased or homegrown content. Implemented: - A communication style social norming campaign began in Fall 2022 which saw 215 students completing the Communication Style assessment. - Dean of Students continues to reach out to student organizations, present at Osprey Involvement Center meetings and work with club advisors to facilitate civil discourse related training.
	In Progress and on-going. Anticipated completion date Spring 2023		

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In Progress	Implemented	Summer 2023
<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>- The Office of Faculty Excellence (OFE) supports the professional growth of faculty and builds a welcoming campus community that inspires leadership, excellence in teaching and scholarship, and a healthy work life balance. OFE's initiatives include instructional design, syllabi assistance, course review and evaluation, mentoring programs, and a New Faculty Academy.</p> <p>- Additionally, OFE hosts a Faculty Fellows program. Recent fellows include the Faculty Fellow for Intellectual Diversity and Academic Freedom and Faculty Fellow for Civil Discourse.</p> <p>- OFE Fellows have hosted multiple faculty development workshops including "Creating a Classroom Environment for Civil Discourse" and "Getting a Lay of the Political Land - Current Events for the Classroom."</p>	<p>Implemented:</p> <p>- The Office of Faculty Excellence (OFE) supports the professional growth of faculty and builds a welcoming campus community that inspires leadership, excellence in teaching and scholarship, and a healthy work life balance. OFE's initiatives include instructional design, syllabi assistance, course review and evaluation, mentoring programs, and a New Faculty Academy.</p> <p>- Additionally, OFE hosts a Faculty Fellows program. Recent fellows include the Faculty Fellow for Intellectual Diversity and Academic Freedom and Faculty Fellow for Civil Discourse.</p> <p>- OFE Fellows have hosted multiple faculty development workshops including "Creating a Classroom Environment for Civil Discourse" and "Getting a Lay of the Political Land - Current Events for the Classroom."</p> <p>- These efforts have been implemented and completed, however, these are ongoing initiatives that will continue well through Summer 2023.</p>
	<p>If "in progress," anticipated implementation date:</p>	