

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.

<p>Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse</p>		<p>UWF formed a Civil Discourse campus-wide Workgroup. The Workgroup includes representatives from: the office of Equity and Diversity, Student Engagement, the Dean of Students (including the office of Student Rights and Responsibilities, Student Case Management, and Student Government Association), Student Ombuds, the Provost's office, Undergraduate Admissions (including Orientation programs), the Center for Teaching, Learning, and Technology, Institutional Communications, Faculty Senate, Student Government Association, Graduate Student Council, and Human Resources. This group began meeting summer 2022 and will provide oversight of respective initiatives, the implementation of activities contained within the UWF Civil Discourse plan, and assess the degree to which civil discourse and free expression are built into the campus culture.</p> <p>A central webpage devoted to Civil Discourse and free expression was created that highlights the University's commitment and outlines standards of practice.</p>	<p>The Civil Discourse campus-wide workgroup met throughout 2022-2023 to provide oversight of civil discourse initiatives, the implementation of activities within the UWF Civil Discourse plan, and assess the degree to which civil discourse and free expression are built into the campus culture. Several events were planned and deployed throughout the year with regular reports presented to the workgroup. The group conducted a review of UWF Orientation programs, UWF Student Code of Conduct, and UWF employment policies regarding Standards of Conduct. Outcomes from these reviews have been implemented and progress shared with the workgroup. The workgroup will continue to discuss and assess UWF's culture of civil discourse through regular meetings.</p> <p>A commitment to civil discourse is also evident in UWF's 2022-2027 Strategic Plan and subsequent plan for the Division of Academic Engagement and Student Affairs (DAESA). As such, the oversight of the workgroup and relevant activities is now a major function of the office of Campus Culture and Access within DAESA.</p>
	<p>If "in progress," anticipated implementation date:</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
In Progress	Completed	Completed
If "in progress," anticipated completion date: Will be included in UWF's 2023 Accountability Plan. The plan will be presented to UWF BOT for approval March 2023.	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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University Leadership – Recommendation III			
<i>The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse. NOTE: The first review should be completed during the 2022-2023 academic year.</i>			
	University Board of Trustees	Faculty Senate	Student Government
Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date: At November 2022 Faculty Senate meeting.	If "in progress," anticipated completion date:
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:

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University Leadership – Recommendation IV			
The Board of Governors recommends that each 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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: November 2022.	If "in progress," anticipated completion date: November 2022.	If "in progress," anticipated completion date: November 2022.
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: May 2023.	If "in progress," anticipated completion date: May 2023.	If "in progress," anticipated completion date: May 2023.
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: February 2023.	If "in progress," anticipated completion date: February 2023.	If "in progress," anticipated completion date: February 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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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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022
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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Academic, Student, and Administrative Affairs – Recommendation VI			
<i>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.</i>			
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	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022
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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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 Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022	If "in progress," anticipated completion date: October 2022
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Student codes of conduct	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023	If "in progress," anticipated completion date: March 2023
Summer 2023 Update	Completed	Completed	Completed
	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:	If "in progress," anticipated completion date:
Employee personnel policies and procedures	In Progress	In Progress	In Progress
	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022	If "in progress," anticipated completion date: December 2022
Summer 2023 Update	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
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.	The Office of Human Resources will enhance the new employee Onboarding Portal to include UWF's endorsement of the Board's Statement of Free Expression and a link to the UWF Civil Discourse web page.	<ul style="list-style-type: none"> • Student orientation programs include the principles of civil discourse and free expression as campus community standards. The summer 2022 virtual new student orientation program includes direct reference to the Board's Statement of Free Expression. • Training for student staff in various campus departments includes the principles of civil discourse. For example, Resident Assistant training offered through the office of Housing and Residence Life includes sessions regarding facilitating Conflict Resolution and "Courageous Conversations." 	The Office of Human Resources has added UWF's endorsement of the Board's statement of free expression and created a webpage entitled "Civil Discourse and Free Expression" which references the Board's Civil Discourse Final Report; UWF President Martha Saunders' 2022-2023 Strategic Direction 2: Personnel Investment and Engagement, Goals, and Objectives; UWF's Division of Academic Engagement and Student Affairs statement of Civil Discourse and Free Expression; and UWF Student Government Association's Resolution I: Civil Discourse. Training for student staff in various campus departments continues to include principles of civil discourse.
	If "in progress," anticipated implementation date: November 2022		
2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.		<p>UWF hosts many ongoing programs and activities that promote open discussion, understanding, and learning opportunities. Attendance at these activities include students, staff, faculty, University leadership, and community members. Some examples include:</p> <ul style="list-style-type: none"> • Campus Conversations series • The Seligman First Amendment lecture series • The Pace Lecture Series • The Experience Downtown Lecture series <p>All will continue throughout 2022-2023.</p>	UWF continues to host ongoing programs and activities that promote open discussion, understanding and learning opportunities. Faculty, staff, and students attend these activities. Examples include the Campus Conversations series; The Seligman First Amendment lecture series; the Pace Lecture series; the Experience Downtown Lecture series; Duel or Debate; and additional programs and activities as they are devised and deployed. Recent events include World Religion Day, the Holocaust Remembrance Event, and the Dissonance Play.
	If "in progress," anticipated implementation date:		
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.		Several University policies and regulations include the University's commitment to diversity, equal opportunity, and free expression. They promote viewpoint diversity, open-minded discussion, and prohibit programming that excludes participation based on race or ethnicity. For example, University policy P-13.09-02/20 Prohibition of Discrimination, Harassment, and Retaliation clearly states UWF's commitment to ensuring each member of the University is permitted to work and study in an environment free from discrimination and harassment based on race or ethnicity.	Several University policies and regulations include the University's commitment to diversity, equal opportunity, and free expression. They promote viewpoint diversity, open-minded discussion, and prohibit programming that excludes participation based on race or ethnicity. For example, University policy P-13.09-02/20 Prohibition of Discrimination, Harassment, and Retaliation clearly states UWF's commitment to ensuring each member of the University is permitted to work and study in an environment free from discrimination and harassment based on race or ethnicity.
	If "in progress," anticipated implementation date:		
4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.	Policies and procedures governing the invitation and accommodation of campus speakers will be reviewed by University academic and student affairs administrators.		Policies and procedures governing the invitation and accommodation of campus speakers were reviewed by University academic and student affairs administrators. No provisions exist which promote disinvitations. The Office of the Provost routinely conveys to all academic units the expectation of balance/viewpoint neutral/multiple perspectives teaching.
	If "in progress," anticipated implementation date: May 2023.		
5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.		Several educational and professional development opportunities for university administrative employees already exist. These opportunities are offered by the office of Human Resources in conjunction with the office of Equity and Inclusion, the Center for Teaching, Learning, and Technology, and the Dean of Student's office. An audit of offerings is conducted annually and new opportunities are created based on an assessment of the campus culture.	Several educational and professional development opportunities for university administrative employees already exist. These opportunities are offered by the office of Human Resources in conjunction with the office of Campus Culture and Access, the Center for Teaching, Learning, and Technology, and the Dean of Student's office. An audit of offerings is conducted annually and new opportunities are created based on an assessment of the campus culture.
	If "in progress," anticipated implementation date:		

Best Practices for Civil Discourse – Recommendation VII			
<i>The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.</i>			
	In Progress	Implemented	Summer 2023
<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>Throughout 2022-2023, a faculty advisory group led by the Center for Teaching Learning and Technology will guide efforts to enhance respective training and aid in assessing the effectiveness of creating the environments described.</p>	<p>This is currently accomplished through hallmark faculty training opportunities such as "New Chairs" and "All Chairs" programs and in utilizing faculty mentors as teaching partners. An Administrative Fellow in the Division of Academic Affairs also provides support for faculty development.</p>	<p>In addition to the "New Chairs," "All Chairs" and faculty mentor programs, the Center for Teach and Learning offered a variety of trainings from Fall 22-Summer 23. These trainings touched on a variety of topics including encouraging engagement, high impact practices and pedagogies, student interactions, and group work and peer review.</p>
	<p>If "in progress," anticipated implementation date: May 2023</p>		