



**Board of Trustees**  
UNIVERSITY of WEST FLORIDA

**Student Affairs Committee Meeting**  
**Thursday, November 14, 2024**  
**Zoom Webinar**

[Zoom Webinar](#) | Passcode: 284268

**Agenda**

- |   |                      |
|---|----------------------|
| <b>I. Call to Order</b>   | Alonzie Scott, Chair |
| <b>II. Roll Call</b>  | Anamarie Mixson      |
| <b>III. Greeting</b>  | Alonzie Scott, Chair |
| <b>IV. Public Comment</b>   | Anamarie Mixson      |
| <b>V. Approval of Minutes</b>   | Alonzie Scott, Chair |
| a. <a href="#">August 15, 2024</a> : Committee Meeting Minutes                  |                      |
| <b>VI. New Business</b>   | Alonzie Scott, Chair |
| a. Action Items   |                      |
| i. <a href="#">STU-1</a> : Student Affairs Committee Charter Revisions          |                      |
| ii. <a href="#">STU-2</a> : Endorsement of the SUS Statement of Free Expression |                      |
| <b>VII. Announcements</b>   | Alonzie Scott, Chair |
| <b>VIII. Adjournment</b>  | Alonzie Scott, Chair |

**Student Affairs Committee  
August 15, 2024  
Zoom Webinar  
DRAFT Minutes**

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**Committee Meeting**

**10:25 a.m.**

The public was provided with information to join this virtual public meeting on the UWF Board of Trustees website.

**I. Call to Order**

A. The meeting of the UWF Board of Trustees Student Affairs Committee was called to order at 10:25 a.m. by Committee Chair Alonzie Scott.

**II. Roll Call**

A. Chair Scott asked Anna Lochas to conduct roll call. Trustees Alonzie Scott, Maggie Brown, and Dick Baker were in attendance.

B. Other Trustees in attendance included:

1. Suzanne Lewis, Stephanie White, Jill Singer, Paul Hsu, and Susan James.

C. Others in attendance included:

1. Martha Saunders, President; Jaromy Kuhl, Provost; Gregory Tomso, Vice President of Academic Engagement & Student Affairs; Howard Reddy, Vice President of University Advancement; Betsy Bowers, Vice President of Finance and Administration; Dave Scott, Associate Vice President for Athletics; Jamie Sprague, Chief Human Resource Officer; Susan Woolf, General Counsel; Anamarie Mixson, Assistant Vice President for the Office of the President; Abigail Megginson, Director, Government Relations; Cindy Talbert, Chief Audit Executive; Matt Packard, Chief Compliance Officer; Dallas Snider, Vice Provost; Dan Lucas, Associate Vice President for Advancement; Jeffrey Djerlek, Associate Vice President of Finance and Controller; Angela Bryan, SACSCOC Liaison and Director of Institutional Effectiveness; Christophe Lizen, Director of Institutional Research; Katie Condon, Assistant Vice President of Enrollment Affairs; Brittany Sherwood, Chief Communications Officer; Patrice Moorer, Assistant Vice President; James Adams, Interim Executive Director of Business and Auxiliary Services; Lauren Loeffler, Assistant Vice President of Academic Engagement; Lauren Alidor, Internal Auditor; Blake Thompson, Deputy CISO and Workflow Admin; Christine Miller, Director of Procurement; and Anna Lochas, BOT Liaison.

### III. Greeting

- A. Chair Scott welcomed everyone to the meeting and noted that there was one action item on the Student Affairs Committee agenda.

### IV. Public Comment

- A. Chair Scott opened the floor for public comment. There was none.

### V. Approval of Minutes

- A. Chair Scott reminded the committee members that they had been given the opportunity ahead of time to review the minutes of the May 16, 2024, Student Affairs Committee Meeting. Chair Scott asked for a motion to approve the minutes as presented if there were no changes or corrections.
  1. Motion by: Trustee Baker
  2. Seconded by: Trustee Brown
  3. Motion passed unanimously.

### VI. New Business

- A. Action Item

1. STU-1: UWF/REG 5.050 Speech, Assembly, and Public Expression

- a. Dr. Greg Tomso, Vice President for the Division of Academic Engagement and Student Affairs to present the action item on UWF Regulation 5.050 Speech, Assembly, and Public Expression.
- b. Chair Scott asked for a motion to approve the revisions to UWF Regulation 5.050, Speech, Assembly, and Public Expression on Campus as presented.
  - i. Motion by: Trustee Brown
  - ii. Seconded by: Trustee Baker
  - iii. Motion passed unanimously.

## **VII. Announcements**

- A. Chair Scott identified that all agenda items had been discussed. Chair Scott asked if the committee members had any additional business to discuss. No other business was discussed.

## **VIII. Adjournment**

**10:31 a.m.**

- A. Chair Scott thanked those in attendance for their participation. With no other business to discuss, Chair Scott adjourned the meeting at 10:31 a.m.

**Board of Trustees  
Student Affairs Committee  
November 14, 2024**

## Student Affairs Committee Charter Revisions

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**Recommended Action:**

Approve the revisions to the UWF Board of Trustees Student Affairs Committee Charter.

**Background Information:**

The UWF Board of Trustees Student Affairs Committee is required to review its Committee Charter at least every two years per the current Charter. The Student Affairs Committee last reviewed their Charter at the November 17, 2022, committee meeting. The format of the Charter has been updated to align with a new charter template. Grammar and punctuation have also been updated.

**Implementation Plan:**

The charter will be effective upon approval.

**Fiscal Implications:**

Fiscal oversight by the Board of Trustees

**Relevant Authority:**

UWF Board of Trustees Student Affairs Committee

**Supports Strategic Direction(s):**

This action item supports all seven Strategic Directions.

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**Supporting Documents:**

1. Student Affairs Committee Charter - Redline
2. Student Affairs Committee Charter - Clean

**Prepared by:**

- Anna Lochas, Board of Trustees Liaison, [alochas@uwf.edu](mailto:alochas@uwf.edu)
- Susan A. Woolf, General Counsel, [swoolf@uwf.edu](mailto:swoolf@uwf.edu)
- Dr. Greg Tomso, Vice President, Division of Academic Engagement and Student Affairs, [gtomso@uwf.edu](mailto:gtomso@uwf.edu)

**Presenter:**

Dr. Greg Tomso, Vice President, Division of Academic Engagement and Student Affairs.

## Student Affairs Committee Charter

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### 1. Overall Purpose and Objectives:

1.1. ~~1.1~~ The Student Affairs Committee (“Committee”) is a committee of the University of West Florida (~~University~~) Board of Trustees (“Board”) whose members are appointed by the Chair~~person~~ of the Board.

~~1.2.~~ ~~1.2~~ The general purpose of the Committee is to provide policy guidance to promote a safe and healthy environment that encourages academic success and ensures students have a quality of campus life.

### 2. Authority:

The Board authorizes the Committee to:

2.1. Keep the university mission as its guide and understand the impact of each unit on student learning.

2.2. Ensure student interest is considered in board policy decisions.

2.3. Ensure adequate funding for a comprehensive academic engagement and student affairs program.

2.4. Ensure board policies keep pace with changing student needs.

2.5. Promote the campus as a community.

2.6. In carrying out these responsibilities, the ~~C~~committee will use the following principles to review data as appropriate to:

2.6.1. Align with the mission, vision and values of UWF.

2.6.2. Promote the campus as a spirited community of learners.

2.6.3. Promote an open and honest community where freedom of expression is uncompromised.

2.6.4. Promote a just community where equality of opportunity and ~~dignity-civility~~ are forefront.

2.6.5. Promote a disciplined community where individuals accept their obligations to the group.

- 2.6.6. Promote a caring community where the holistic well-being of the community is considered.
- 2.6.7. Promote a celebratory community where tradition and change are honored.
- 2.6.8. Ensure resource allocations support academic priorities.
- ~~2.6.9. Monitor the University's strategies in admissions, retention, diversity and inclusion and development.~~
- ~~2.6.10.~~ ~~2.6.9.~~ Assess the quality and value of [UWF's University](#) academic engagement and student affairs programming.
- ~~2.6.11.~~ ~~2.6.10.~~ Ensure ~~Academic-academic~~ Key Performance Indicators are appropriately set and met.
- ~~2.6.12.~~ ~~2.6.11.~~ Take responsibility for serving as diligent and knowledgeable members regarding student affairs.

### 3. Organization Membership:

- 3.1. The Chair of the Board will appoint the [Chair](#) and members of the Committee.
- 3.2. The Committee will be comprised of at least three (3) members, including the president of Student Government, all of whom are voting Trustees of the University.
- 3.3. The Chair of the Board will serve as an ex officio voting member of the Committee.
- 3.4. A majority of the Committee members, if not all, shall possess general knowledge about university student affairs programming at the governance level.
- 3.5. Members will serve on the Committee until their departure, resignation, a new student government president begins their term, or replacement by the Chair of the Board.
- 3.6. The liaison to the ~~Board's UWF BOT~~ Executive Committee is the [Chair](#) of the ~~Student Affairs~~ Committee.
- 3.7. The Vice President for Academic Engagement and Student Affairs will serve as staff and primary liaison to the Committee.

### 4. Meetings:

- 4.1. A simple majority of the members of the Committee will constitute a quorum for the transaction of business.

- 4.2. The Committee shall meet at least four (4) times annually. Additional meetings may be held as the circumstances dictate. The meetings will be open to the public. The ~~C~~committee will invite members of the administration, faculty, or others to attend meetings and provide pertinent information.
- 4.3. The Committee shall maintain written minutes of its meetings, and for the Committee Chair to approve each meeting's agenda.
- 4.4. The Vice President of Academic Engagement and Student Affairs will regularly meet and correspond with the Chair of the Committee ~~and in consultation with the Chair of the Committee, prepare the agenda for meetings of the Committee.~~ Said Vice President of Academic Engagement and Student Affairs will further advise and keep informed, as needed, both the President and the Chair of the Board on a regular basis regarding matters brought before and actions taken by the Committee.
- 4.5. The Committee shall provide regular updates of Committee activities to the Board for matters within the Committee's area of responsibility.
- 4.6. The Committee may request special presentations or reports that may enhance members' understanding of their responsibilities.
- 4.7. It is the intent of the Committee for matters within its purview to come before the Committee as early as possible so that the Committee can issue its recommendations and exercise its oversight at the beginning of any particular project or matter.

## 5. Roles and Responsibilities:

- 5.1. The ~~Student Affairs~~ Committee shall be responsible for reviewing and recommending to the Board policies affecting the overall student affairs of the University. The ~~C~~committee shall bring action items and make reports to the Board as it deems necessary.
- 5.2. The ~~C~~committee's policies and procedures will remain flexible to best react to changing conditions and provide reasonable assurances to the Board that the student affairs policies are appropriate and in compliance with state and federal laws, regulations and requirements.
- 5.3. The Committee shall review and consider all academic engagement and student affairs issues and programs and make recommendations to the Board on these and all matters referred to it.
- 5.4. Some of the primary areas of concern might include, safety, welfare, disabled student services, maintenance of student records, technology enhanced learning, student information systems, alcohol and substance abuse programs, academic partnership programming, career placement, housing, living-learning environments, retention, quality of student life facilities and programs, services for non-traditional students, and meeting the needs of an ~~ever-changing~~ever-changing diverse student body.



5.5. Specific Responsibilities of the Committee include:

- 5.5.1. Conducting or authorizing investigations into matters within the Committee's scope of responsibilities. The Committee shall be empowered to retain independent counsel or others to assist it in the conduct of any investigation.
- 5.5.2. Regularly update the Board about Committee activities and make appropriate recommendations.
- 5.5.3. Bringing to the attention of the Board any matters concerning the University's academic engagement and student affairs programs or students on which it requires guidance or direction from the Board or that may significantly impact academic engagement, student affairs or the legal liability of the University.
- 5.5.4. Considering and advising on any matter referred to it by the Board, the University President, or the Vice President for Academic Engagement and Student Affairs.
- 5.5.5. Performing other governance oversight as assigned by the Board.

**6. Charter Review:**

- 6.1. Adopting a formal written charter that is approved by the full UWF Board of Trustees. The charter shall specify the scope of responsibility, process, membership, etc. The charter will be reviewed as necessary but at least every ~~two~~three years, beginning ~~two~~three years from the adoption date and discuss any required changes to the Board.
- 6.2. Ensure that the charter is approved or reapproved by the Board after each update.

*References: Portions of this charter have been reprinted with permission, Goodale, Thomas, G. The Student Affairs Committee. Association of Governing Boards of Universities and Colleges. (1997).*

*History: originally an integral part of the former BOT Academic and Student Affairs Committee, 12/09/05; realigned as a stand-alone committee and adopted, 03/08/12; substantive revisions adopted ~~March 18, 2021~~03/18/21.*

## Student Affairs Committee Charter

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### 1. Overall Purpose and Objectives:

- 1.1. The Student Affairs Committee (“Committee”) is a committee of the University of West Florida (“University”) Board of Trustees (“Board”) whose members are appointed by the Chair of the Board.
- 1.2. The general purpose of the Committee is to provide policy guidance to promote a safe and healthy environment that encourages academic success and ensures students have a quality of campus life.

### 2. Authority:

The Board authorizes the Committee to:

- 2.1. Keep the university mission as its guide and understand the impact of each unit on student learning.
- 2.2. Ensure student interest is considered in board policy decisions.
- 2.3. Ensure adequate funding for a comprehensive academic engagement and student affairs program.
- 2.4. Ensure board policies keep pace with changing student needs.
- 2.5. Promote the campus as a community.
- 2.6. In carrying out these responsibilities, the Committee will use the following principles to review data as appropriate to:
  - 2.6.1. Align with the mission, vision and values of UWF.
  - 2.6.2. Promote the campus as a spirited community of learners.
  - 2.6.3. Promote an open and honest community where freedom of expression is uncompromised.
  - 2.6.4. Promote a just community where equality of opportunity and civility are forefront.
  - 2.6.5. Promote a disciplined community where individuals accept their obligations to the group.

- 2.6.6. Promote a caring community where the holistic well-being of the community is considered.
- 2.6.7. Promote a celebratory community where tradition and change are honored.
- 2.6.8. Ensure resource allocations support academic priorities.
- 2.6.9. Assess the quality and value of University academic engagement and student affairs programming.
- 2.6.10. Ensure academic Key Performance Indicators are appropriately set and met.
- 2.6.11. Take responsibility for serving as diligent and knowledgeable members regarding student affairs.

### **3. Organization Membership:**

- 3.1. The Chair of the Board will appoint the Chair and members of the Committee.
- 3.2. The Committee will be comprised of at least three (3) members, including the president of Student Government, all of whom are voting Trustees of the University.
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## **5. Roles and Responsibilities:**

- 5.1. The Committee shall be responsible for reviewing and recommending to the Board policies affecting the overall student affairs of the University. The Committee shall bring action items and make reports to the Board as it deems necessary.
- 5.2. The Committee's policies and procedures will remain flexible to best react to changing conditions and provide reasonable assurances to the Board that the student affairs policies are appropriate and in compliance with state and federal laws, regulations and requirements.
- 5.3. The Committee shall review and consider all academic engagement and student affairs issues and programs and make recommendations to the Board on these and all matters referred to it.
- 5.4. Some of the primary areas of concern might include, safety, welfare, disabled student services, maintenance of student records, technology enhanced learning, student information systems, alcohol and substance abuse programs, academic partnership programming, career placement, housing, living-learning environments, retention, quality of student life facilities and programs, services for non-traditional students, and meeting the needs of an ever-changing diverse student body.
- 5.5. Specific Responsibilities of the Committee include:
  - 5.5.1. Conducting or authorizing investigations into matters within the Committee's scope of responsibilities. The Committee shall be empowered to retain independent counsel or others to assist it in the conduct of any investigation.

- 5.5.2. Regularly update the Board about Committee activities and make appropriate recommendations.
- 5.5.3. Bringing to the attention of the Board any matters concerning the University's academic engagement and student affairs programs or students on which it requires guidance or direction from the Board or that may significantly impact academic engagement, student affairs or the legal liability of the University.
- 5.5.4. Considering and advising on any matter referred to it by the Board, the University President, or the Vice President for Academic Engagement and Student Affairs.
- 5.5.5. Performing other governance oversight as assigned by the Board.

## 6. Charter Review:

- 6.1. Adopting a formal written charter that is approved by the full UWF Board of Trustees. The charter shall specify the scope of responsibility, process, membership, etc. The charter will be reviewed as necessary but at least every three years, beginning three years from the adoption date and discuss any required changes to the Board.
- 6.2. Ensure that the charter is approved or reapproved by the Board after each update.

**History:** originally an integral part of the former BOT Academic and Student Affairs Committee, 12/09/05; realigned as a stand-alone committee and adopted, 03/08/12; substantive revisions adopted 03/18/21.

**Board of Trustees  
Student Affairs Committee  
November 14, 2024**

**Endorsement of the State University System (SUS) Free Statement of Expression**

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**Recommended Action:**

Approve the Endorsement of the State University System of Florida Free Expression Statement

**Background Information:**

In 2019, the Board of Governors and the twelve institutions comprising the state university system adopted a statement of free expression that promotes full, open, and civil discourse. In 2022, the BOG published its Civil Discourse Final Report, which reviews current best practices and presents seven recommendations to the SUS. Recommendation III states 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.

**Implementation Plan:**

The BOG's Statement of Free Expression will be brought before the UWF Board of Trustees, Faculty Senate, and Student Government Association for review and endorsement on an annual basis each fall.

**Fiscal Implications:**

None

**Relevant Authority:**

2022 Civil Discourse Final Report

**Supports Strategic Direction(s):**

Strategic Direction 7: Culture of Inclusion and Civility

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**Supporting Documents:**

1. State University System of Florida Statement of Free Expression
2. Board of Governor's 2022 Civil Discourse Final Report
3. UWF 2022 Civil Discourse Plan

**Prepared by:**

Aurora Osborn, Senior Director, Office of Campus Culture and Access, aosborn@uwf.edu

**Presenter:**

Aurora Osborn

 **STATE UNIVERSITY  
SYSTEM OF FLORIDA** **Free Expression Statement**

The State University System of Florida and its twelve public postsecondary institutions adopt this Statement on Free Expression to support and encourage full and open discourse and the robust exchange of ideas and perspectives on our respective campuses. The principles of freedom of speech and freedom of expression in the United States and Florida Constitutions, in addition to being legal rights, are an integral part of our three-part university mission to deliver a high quality academic experience for our students, engage in meaningful and productive research, and provide valuable public service for the benefit of our local communities and the state. The purpose of this Statement is to affirm our dedication to these principles and to seek our campus communities' commitment to maintaining our campuses as places where the open exchange of knowledge and ideas furthers our mission.

A fundamental purpose of an institution of higher education is to provide a learning environment where divergent ideas, opinions and philosophies, new and old, can be rigorously debated and critically evaluated. Through this process, often referred to as the marketplace of ideas, individuals are free to express any ideas and opinions they wish, even if others may disagree with them or find those ideas and opinions to be offensive or otherwise antithetical to their own world view. The very process of debating divergent ideas and challenging others' opinions develops the intellectual skills necessary to respectfully argue through civil discourse. Development of such skills leads to personal and scholarly growth and is an essential component of the academic and research missions of each of our institutions.

It is equally important not to stifle the dissemination of any ideas, even if other members of our community may find those ideas abhorrent. Individuals wishing to express ideas with which others may disagree must be free to do so, without fear of being bullied, threatened or silenced. This does not mean that such ideas should go unchallenged, as that is part of the learning process. And though we believe all members of our campus communities have a role to play in promoting civility and mutual respect in that type of discourse, we must not let concerns over civility or respect be used as a reason to silence expression. We should empower and enable one another to speak and listen, rather than interfere with or silence the open expression of ideas.

Each member of our campus communities must also recognize that institutions may restrict expression that is unlawful, such as true threats or defamation. Because universities and colleges are first and foremost places where people go to engage in scholarly endeavors, it is necessary to the efficient and effective operations of each institution for there to be reasonable limitations on the time, place, and manner in which these rights are exercised. Each institution has adopted regulations that align with Florida's Campus Free Expression Act, section 1004.097, Florida Statutes, and with the United States and Florida Constitutions and the legal opinions interpreting those provisions. These limitations are narrowly drawn and content-neutral and serve to ensure that all members of our campus communities have an equal ability to express their ideas and opinions, while preserving campus order and security.



UNIVERSITY *of* WEST FLORIDA

# Civil Discourse Plan

**2022**



***Recommendation 1: Leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse.***

Leadership at the University of West Florida has long promoted the principles of civil discourse both in and outside the classroom. The tenants of such are entwined in professional development, programs, services, and activities offered across campus.

During the spring 2022 semester, a central [webpage](#) devoted to Civil Discourse and free expression was created that highlights the University's commitment and outlines standards of practice.

UWF has also recently convened its first Civil Discourse campus-wide stakeholder meeting. The meeting included representatives from: the Provost's office, 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, Undergraduate Admissions (including Orientation programs), the Center for Teaching, Learning, and Assessment, Institutional Communications, Faculty Senate, and Human Resources.

Beyond discussing activities and initiatives already in practice, these representatives will also serve as an ongoing Civil Discourse and Freedom of Expression working group. The work group exists to foster a meaningful learning environment on campus through the promotion of civil discourse and the freedom of expression. This working group recognizes the inherent value of civil discourse and free expression in creating a robust exchange of ideas and perspectives on campus. As such, the working group is dedicated to providing resources and guidance to the campus community to promote a strong and inclusive "marketplace of ideas" for all. The work 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.

***Recommendation 3: 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.***

At its June meeting, the UWF Board of Trustees approved the proposed 2022-2027 Strategic Plan. The Strategic Plan includes the addition of a strategic direction focused on creating a culture of Inclusion and Civility. This strategic direction includes the goal for ensuring a commitment to open-minded and tolerant civil discourse. A stated indicator of success is the endorsement of the Board of Governors' Statement of Free Expression by the University's boards and leadership.

During the fall 2022 semester, the Board's Statement of Free Expression will be brought before UWF's Board of Trustees, Faculty Senate, and Student Government Association for review and endorsement. This presentation will set the foundation for an annual review and endorsement of the Statement. Information regarding the review and endorsement and a link to UWF's Civil Discourse and Free Expression webpage will appear on each respective Board's website. Members of the Civil Discourse and Free Expression work group will provide regular updates to each governing board regarding respective initiatives and the implementation of new activities.

***Recommendation 4: 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.***

At its June meeting, the UWF Board of Trustees approved the proposed 2022-2027 Strategic Plan. The Strategic Plan includes the addition of a strategic direction focused on creating a culture of Inclusion and Civility. This strategic direction includes the goal for ensuring a commitment to open-minded and tolerant civil discourse. Indicators of success include annual reviews of student orientation programs, codes of conduct and employee policies and procedures to ensure consistency with the Board's Statement of Free Expression, consistency with the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Beginning with the 2022-2023 academic year, a thorough review of student orientation programs, the Student Code of Conduct and pertinent employee policies and procedures will be presented to the UWF Board of Trustees by members of the Civil Discourse and Free Expression working group.

***Recommendation 6: 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.***

At its June meeting, the UWF Board of Trustees approved the proposed 2022-2027 Strategic Plan. The Strategic Plan includes the addition of a strategic direction focused on creating a culture of Inclusion and Civility. This strategic direction includes the goal for ensuring a commitment to open-minded and tolerant civil discourse. Indicators of success include annual reviews of student orientation programs, codes of conduct and employee policies and procedures to ensure consistency with the Board's Statement of Free Expression, consistency with the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

University academic, student affairs, and administrative leaders regularly review student orientation programming, student codes of conduct, and employee personnel policies and procedures. Throughout the 2022-2023 academic year, the Civil Discourse and Free Expression work group will formalize these actions and conduct a systematic review of 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. The work group will commit to an annual review of these and other respective activities and initiatives.

***Recommendation 7: Implementing best practices that effectively promote and support civil discourse.***

An environmental scan of current practices was conducted summer 2022. Throughout the 2022-2023 academic year, the Civil Discourse and Free Expression work group will continue to create opportunities to promote and support civil discourse. These initiatives include:

- Creating a syllabus statement supporting Civil Discourse and Free Expression on campus
- Creating an incident response plan and process
- Identifying additional best practices from peer and aspirant institutions

**Best Practice 1:**

- 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.
- 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. Expected implementation is November 2022.
- 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." These practices will be expanded to other student staff training programs. Expected implementation is fall 2022.

**Best Practice 2:** The environmental scan identified 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:

- Campus Conversations series
- The Seligman First Amendment lecture series
- The Pace Lecture Series
- The Experience Downtown Lecture series

**Best Practice 3:** 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, Harrassment, 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 harrassment based on race or ethnicity.

**Best Practice 4:** Policies and procedures governing the invitation and accommodation of campus speakers will be reviewed by University academic and student affairs administrators throughout the 2022-2023 academic year.

**Best Practice 5:** The Civil Discourse and Free Expression work group will continue to review educational and training opportunities throughout 2022-2023. Starting fall 2022, those already identified will be promoted through the Civil Discourse webpage.

**Best Practice 6:** 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. 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.

# UWF Civil Discourse Update

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May 18, 2023

# Throughout 2022-2023:



Holocaust  
Remembrance Event

Thursday, January 26 | 5-6:30 p.m.  
Rolfs Music Hall

World Religion Day

January 11 | 6-7PM | Great Hall, Building 22

- Strategic Priority
- Civil Discourse Working Group
- Civil Discourse and Free Expression webpage
- Endorsement of the Board's Statement of Free Expression
- Trainings and Events
- Review of Orientation Programs, Student Code of Conduct, and Employee Policies and Procedures

# Student Code of Conduct-REG 3.010

Review conducted using FIRE (Foundation for Individual Rights and Expression) ratings.

## Recommendations:

- Add specific language about expectation of free speech and civil discourse
- Remove subjective language



# Employee Policies and Procedures

**HR-22.00-2004/07**

## **Standards of Conduct**

- Performance of duties
- Personal Rights
- Upholding Laws, Rules, and Ordinances
- Compliance with UWF Rules, Regulations, Policies, and Procedures

## **Recommendations:**

- Remove or further define subjective language
- Include UWF's commitment to Civil Discourse and Free Speech on HR website, in new staff onboarding materials, and in professional development courses

# More to come...

## Summer 2023

- New Student Orientation
- Continue collaborations with related campus departments to develop training and programming content
- Student staff training

## Fall 2023

- Faculty Community of Practice events
- Prepare internal resource guides and facilitation manuals with civil discourse-related resources
- Annual endorsement of Board's statement on Free Speech
- Student-focused training and events

## Spring 2024

- Continue policy and procedure reviews
- Staff-focused training
- Assess Civil Discourse plan progress