

Plan for Implementing Civil Discourse Recommendations

FAMU Board of Trustees Meeting
September 22, 2022



Seek BOT approval of the University's plans for implementing recommendations from the Florida Board of Governors to ensure a climate of free expression and civil discourse on each campus in the State University System.

At the January 2022 Board of Governors meeting, the Board approved recommendations from the Strategic Planning Committee relative to civil discourse.

These recommendations are designed to ensure a climate of free expression and civil discourse on each university campus according to the principles set forth in the State University System Free Expression Statement and the Board of Governor's Civil Discourse Final Report.

Each SUS institution must submit a BOT-approved plan to address the recommendations by October 3, 2022

- An Interim Report was submitted to the BOG on July 15, 2022**
- An update was provided to the FAMU BOT on August 11, 2022**

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.

Key Activities for Implementation

- Established Civil Discourse Workgroup
- Commitment to Statement of Free Expression included in new strategic plan
- Developed detailed Action Plan

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.

Key Activities for Implementation

- Accountability Plan: Statement included and approved by FAMU BOT
- Strategic Plan: Statement included and approved by FAMU BOT

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.

Key Activities for Implementation

- Commitment to Statement of Free Expression included in new strategic plan
- Orientation provided to FAMU BOT on August 11, 2022
- Training sessions for BOT, Faculty Senate and SGA will be conducted this academic year (December 16, 2022 completion date)

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.

Key Activities for Implementation

- Reviews will be conducted this academic year (June 30, 2023 completion date)

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.

Key Activities for Implementation

- Civil Discourse Workgroup has initiated reviews (February 16, 2023 completion date)

Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 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.

- Enhance student orientation programming
- Enhance employee onboarding
- Utilize campus-wide meetings and events

Best Practice 2: Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.

- Sponsor campus-wide events featuring guest speakers
- Hold unit-wide events in each college and school

Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 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.

- Utilize annual Management Seminar to provide training for administrators

Best Practice 4: Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

- Comprehensive review of university policies and procedures (February 16, 2023 completion date)

Implementing the best practices outlined in the report based on the Board's review of university programs and initiatives that effectively promote and support civil discourse.

Best Practice 5: Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.

- Offer a series of training sessions for administrative employees

Best Practice 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.

- Offer a series of professional development sessions for faculty

Questions?



FLORIDA A&M UNIVERSITY

Founded in 1887 as the State Normal College for Colored Students, Florida Agricultural and Mechanical University (FAMU) is the only historically state supported educational facility for African Americans in Florida. It has always been co-educational. In 1890, the second Morrill Act was passed. This enabled the school to become the Black Land Grant College for the State of Florida. west of its original location