



Faculty Senate

Steering Committee

Agenda for meeting of Thursday, October 20, 2022, 3:00 pm

Location: In person in the Charge on Chamber, Student Union Room 340

For those unable to make the in person meeting due to travel, location or health issues, there is a Zoom option:

<https://ucf.zoom.us/j/97788273301?pwd=RjBxR3RtaWJleXpuTVBZaHkzdDNQdz09>

1. Call to Order
2. Roll Call via Qualtrics: https://ucf.qualtrics.com/jfe/form/SV_cMD8qR2fEFLRqh8
3. Approval of Minutes of *September 22, 2022*
4. Recognition of Guests
5. Announcements and Report of the Chair
6. Report of the Provost
7. Unfinished Business
8. New Business
 - a) Senate Agenda for November 3, 2022
 - b) Consider having the February 2, 2022, Steering Committee Meeting at the Downtown Campus
 - c) Steering Topic 2022-2023-3 Board of Governors Free Expression Statement
 - i) Initial Discussion, No Action Intended, See Meeting Materials
9. Committee Reports
10. Other Business
11. Adjournment



Faculty Senate

Steering Committee

Minutes for meeting of Thursday, September 22, 2022, 3:00 pm

Zoom Link to access recording:

https://ucf.zoom.us/rec/share/NcHjuNAXUTdIVPXLdVV4mLjuFyP_z1LdfJFq7k-8ug8h5qkQqGT9BVGhEIY4cW8p.KOXI0NMj6O7PXJch

Passcode: heAA7.2Q

- 1) Quorum reached and meeting called to order at 3:00 p.m.
- 2) Roll Call via Qualtrics – Faculty Senate Chair Stephen King, Vice Chair Keri Watson, Secretary Kristine Shrauger, and Past Chair Joseph Harrington were present. (See *meeting materials Attachment A for list of participants*)
- 3) Approval of Minutes of *August 25, 2022*
- 4) Recognition of Guests
 - a) Joe Adams, Senior Communications Director, Academic Affairs
 - b) Rich Gause, Librarian, University Libraries
 - c) Mikayla Gray, Reporter, NSM Today
 - d) Jana Jasinski, Vice Provost, Faculty Excellence
 - e) Michael Johnson, Provost, Academic Affairs
 - f) Bill Self, Professor, College of Medicine
- 5) [00:02] Announcements and Report of the Chair – *Chair Stephen King*
 - a) Chair King talked about the role of the Steering committee for the upcoming year. See Attachment B for full report.
- 6) [00:09] Report of the Provost – *Provost Michael D. Johnson*
 - a) Provost Johnson spoke about the Vice President for Research search, Workday, the strategic plan, and post-tenure review. Please see Attachment C for full report.
 - b) Question and answer with the provost: Topics discussed were Workday – joint meeting between IT and B&A; post-tenure review process questions
- 7) [00:19] Unfinished Business
 - a) Topics List Committee Assignments (see attachment D for full description of topics)
 - i) Topics
 - (16) Motion to assign to Faculty Center for Teaching and Learning (FCTL) Advisory Committee, second, vote taken, approved
 - (17) Motion to assign to Budget and Administrative (B&A) Committee and Research Council, second, vote taken, approved
 - (18) – Motion to assign to Graduate Policy Committee, second, discussion; amendment to motion to move to B&A rather than Graduate Council, second, discussion; vote taken motion passes; amendment to motion to send to both B&A and Graduate Policy Committee, vote taken, motion passes; Main



Faculty Senate

motion to send to both B&A and Graduate Policy; amendment to remove the word Graduate so that it covers both undergraduate and graduate, discussion, vote taken, amendment fails; Assigned to B&A and Graduate Policy.

(19) Motion to assign to Research Council, second, vote taken, approved

(20) Motion to assign to Personnel Committee, second, discussion, vote taken, approved

(21) Motion to assign to University Parking and Transportation Committee Advisory Committee, second, vote taken, approved

(22) Motion to assign to Ad Hoc Diversity, Equity and Inclusion Committee, second, vote taken, approved

8) [00:43] New Business

a) Resolution 2022-2023-3 Bylaws Amendment: Librarians on the Graduate Council

i) Motion for Steering Committee to send resolution for consideration to the Senate, second, vote taken, motion passed

b) Resolution 2022-2023-4 Bylaws Amendment: Research Council

i) Motion for Steering Committee to send resolution for consideration to the Senate, second, discussion, vote taken, motion passed

c) Resolution 2022-2023-5 Bylaws Amendment: Excessive Absences

i) Motion for Steering Committee to send resolution for consideration to the Senate, second, discussion, vote taken, motion passed

d) Resolution 2022-2023-6 Bylaws Amendment: Faculty Senate Parliamentarian

i) Motion for Steering Committee to send resolution for consideration to the Senate, second, discussion, vote taken, motion passed

e) See attachment E for full resolutions

f) Senate Agenda for October 6, 2022

i) Workday Campus Climate Report

(1) Motion that Faculty Senate Leadership invite experts on Workday from across the university to provide a Campus Climate Report at the October 6, 2022, Senate meeting, second, discussion, vote taken, motion passed

9) [01:23] Committee Reports

a) Budget and Administrative Committee – *Keri Watson*

b) Personnel Committee – *Michael Proctor*

c) Information Technology Committee – *Glenn Martin*

d) Research Council – *Linda Walters*

e) Graduate Council – *Reid Oetjen*

f) Undergraduate Council – *Tina Chiarelli*

g) Ad Hoc Student Success Committee – *Tina Chiarelli*

h) Committee and Council Steering chairs or liaisons provided a brief summary of their work this month. For the full reports, see attachment F.



Faculty Senate

10)[01:34] Other Business

- a) Discussion regarding Graduate Coordinators and graduate course credits.
- b) Discussion regarding Zoom/YouTube recordings for Steering Committee meetings

11) Meeting adjourned at 4:35 p.m.

Reviewed and submitted for approval by

Kristine J. Shrauger

Kristine Shrauger
Faculty Senate Secretary

10/12/2022

Date

Steering Committee Attendance
September 22, 2022

First Name:	Last Name:	College/Unit:	College/Unit: - Other	Meeting Role:	Meeting Role: - Guest
Mason	Cash	CAH		Steering Committee Member	
Kristina	Tollefson	CAH		Steering Committee Member	
Keri	Watson	CAH		Steering Committee Member	
James	Gallo	CBA		Steering Committee Member	
Jeff	Kauffman	CECS		Steering Committee Member	
Michael	Proctor	CECS		Steering Committee Member	
Glenn	Martin	CGS		Steering Committee Member	
Reid	Oetjen	CHPS		Steering Committee Member	
Asli	Yalim	CHPS		Steering Committee Member	
Tina	Chiarelli	COM		Steering Committee Member	
Stephen	King	COM		Steering Committee Member	

Steering Committee Attendance
September 22, 2022

Leslee	D'amato-Kubiet	CON		Steering Committee Member	
Michelle	Dusseau	COS		Steering Committee Member	
Joseph	Harrington	COS		Steering Committee Member	
Linda	Walters	COS		Steering Committee Member	
Jim	Moharam	CREOL		Steering Committee Member	
Missy	Murphey	UL		Steering Committee Member	
Kristine Jana	Shrauger Jasinski	UL Other	Faculty Excellence	Steering Committee Member Guest	Vice Provost

Faculty Senate Chair Stephen King Remarks for Steering Committee September 22, 2022

Chair report:

I'm going to start this meeting by sharing with you what the mandate is for this committee. My job as chair, and your job as committee members, is to help and direct and guide the Faculty Senate to accomplish its goals.

To fulfill that role, the steering committee steers topics to the best suited committees so that those specific committees can work on those particular topics.

In turn, and after due diligence, Senate committees can develop Resolutions for the Faculty Senate to consider approving. If approved, those resolutions join the hundreds of Resolutions that have been approved by the full Faculty Senate over the years since the senate was formed.

As part of that Resolution process, Resolutions come to the Steering committee, and we, as a committee decide whether the Resolutions should be forwarded to the Faculty Senate for discussion and vote, or if the Resolution should be returned to the committee to address significant issues.

The role of the steering committee is to provide guidance. As I talked about in the last meeting, We do not change or amend the resolution coming from other committees. That happens in the original committee a Resolution came from or in the full Senate where the resolution can be voted upon.

The reason our Bylaws do not allow steering to amend Resolutions is that amending would circumvent both the role of specific committees (which is to study issues and develop solutions) and also the role of the Faculty Senate (which is to consider, amend if necessary, and vote on Resolutions).

Please keep in mind that Steering has a dramatically different faculty composition than the Full Faculty Senate, and we have specific duties and responsibilities that are written into our Bylaws. That combination of different representation and different duties means that the Steering

committee simply does not represent the full Faculty Senate and as such, should not be acting as a “mini-Senate” making decisions that are for the full Senate to make.

So, back to this meeting: as we move through our Steering committee agenda today and in the future, let’s remember that we are guiding and steering the senate, and we are not having a practice senate meeting.

What I hope is that as we steer the senate, we will help the senate itself to be more nimble in moving through the difficult environment we find ourselves in.

Provost Michael D. Johnson Remarks

Faculty Senate Steering Committee Meeting

Thursday, September 22, 2022, 3 p.m. to 5 p.m.

Student Union, Charge On Room, 340

VP for Research Search Underway

- I charge the search committee tomorrow
- Growing reputation as well as research funding are crucial goals in the strategic plan
- So are expanding graduate programs and diversifying revenue
- Splitting the VPR and Dean of GS roles so each can get necessary attention
- Hoping to select someone this fall

Workday

- Working to gather information on faculty concerns, especially with grants
- Have gotten summaries from Steve King, Nanoscience – very helpful
- Gerald Hector met yesterday with the Senate Budget and Administration Committee and the Information Technology Committee to get more
- There should be steady improvement, sometimes slower than we like

Strategic Plan

- Approved by the BOG
- Now implementation, including using the Senate Strategic Planning Council to drive accountability

Post-Tenure Review

- The BOG posted and then pulled down a draft regulation implementing post-tenure review. My understanding is will take this up at November meeting. Don't know what influence we will have.

Closing

- This concludes my report. Thanks for the opportunity to address you ... Glad to take questions.

Steering #	Committee Assigned	Date Assigned	Topic	Description	Referred by	Date Referred	Status
16	FCTL Advisory		Civil Discourse Initiatives	The Board of Governors Civil Discourse Initiatives in the State University System provides multiple recommendations for promoting civil discourse at universities. Recommendation VII- Best Practices for Civil Discourse point 2 is for universities to "Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities." Appropriate senate committees should develop a program to address Recommendation VII point 2	Kevin Yee and Stephen King	8/15/2022	
17	B&A Research Council		Foreign Influence Screening Procedures	Compare UCF with other SUS universities to see if there are mechanisms or processes that can be used to perform this required function more efficiently. The current length of time to complete this process puts UCF at a disadvantage in the recruitment process.	David Hagan and Patrick Likamwa	8/15/2022	

Graduate Policy 18 and B&A	Use of graduate student email addresses on campus websites	Evaluate the benefits and risks if UCF were to make a policy where graduate student email addresses were accessible on websites as directory information. FERPA guidelines allow institutions to determine if student email addresses can be made public as directory information. Some institutions consider email addresses as directory information and thus able to be posted publicly	David Hagan and Patrick Likamwa	8/15/2022
19 Research Council	Develop a mechanism to generate a pool of faculty available for research misconduct cases	Currently, each time a research misconduct case progresses, new sets of faculty are recruited to serve on an Inquiry committee and later on an Investigation committee for that particular case. Having a pool of faculty from across disciplines that are willing to serve would allow the Research Integrity Officer to identify faculty that are readily available and that have a wide array of expertise. Relevant Policies and Procedures include Policy 4.211.1 and the related Assurance of Compliance document: CR_UCF- ORC_RM_Assurance_2013.pdf	Doug Backman and Stephen King	8/15/2022

20 Personnel	Non-Unit Faculty Benefits	The Provost has indicated support for non-unit faculty to have the same benefits as in unit faculty. This is likely to require development of new policies through HR.	Stephen King 8/15/2022
Univ Parking and 21 Transportation	Handicapped Parking at the Downtown campus	Work with the UCF Downtown campus to evaluate the current situation of handicapped parking at the downtown campus. Determine if changes are needed to provide better access for handicapped students, staff, and faculty to the downtown campus	Stephen King 8/15/2022
22 ad hoc DEI	Digital Accessibility	Policy Number 2-006, Digital Accessibility went into effect June 20, 2022. Now we need faculty involvement, ideas, and discussion of the impact of this policy , and how we could create initiatives to support this policy.	Kristine Shrauger 9/2/2022

1 Resolution 2022-2023-3
2 Faculty Bylaw Change
3 Library Faculty Serving on Faculty Senate Graduate Council and Committees
4

5 **Whereas**, library faculty served for many years as graduate faculty members of
6 the Graduate Council and the four graduate committees (Policy, Appeals,
7 Curriculum, and Program Review & Awards); and
8

9 **Whereas**, including library faculty as full voting members of these graduate
10 committees has positively contributed to the decisions and recommendations of
11 these committees; and
12

13 **Whereas**, the unique position that library faculty hold within the University of Central
14 Florida scholarly community results in active involvement in Graduate education but
15 may not result in library faculty meeting the criteria for persistent
16 Graduate Faculty status; and
17

18 **Whereas**, the current language of the Faculty Constitution & Bylaws identifies
19 graduate faculty status as a requirement for membership on these graduate
20 committees; therefore
21

22 **Be it Resolved** that the Bylaws be amended as follows to allow library faculty to
23 serve as full voting members on these graduate committees:
24

25 Section VII. Senate Curricular Committees
26

27 B. Graduate Council
28 b. Membership.
29

30 The council shall consist of all of the members of the committees of the Graduate
31 Council and the dean of the College of Graduate Studies (ex officio). All faculty
32 members of the Graduate Council, except the representatives from the University
33 Library faculty, must be Graduate Faculty, as specified in
34 the Graduate Catalog. The representatives from the University Library faculty
35 and the graduate students shall be full voting members of the council regardless
36 of graduate faculty status.
37

38 1. Graduate Policy Committee
39 b. Membership.
40

41 The Graduate Policy Committee shall consist of one graduate faculty member
42 from each academic unit, at least four of whom are members of the Faculty
43 Senate, a representative from the University Library faculty, and a graduate
44 student. The representative from the University Library faculty and the
45 graduate student shall be a full voting member of the committee regardless
46 of graduate faculty status.
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2. Graduate Appeals Committee
b. Membership.

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a representative from the University Library faculty, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

3. Graduate Curriculum Committee
b. Membership.

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be a full voting member of the committee regardless of graduate faculty status.

4. Graduate Program Review and Awards Committee
b. Membership.

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty shall be a full voting member of the committee regardless of graduate faculty status.

Library Faculty Serving on Faculty Senate Graduate Council and Committees

SECTION VII. SENATE CURRICULAR COMMITTEES

B. Graduate Council

b. Membership.

CURRENT:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). **All members** of the Graduate Council must be Graduate Faculty, as specified in the Graduate Catalog.

The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

PROPOSED:

The council shall consist of all of the members of the committees of the Graduate Council and the dean of the College of Graduate Studies (ex officio). **All faculty members** of the Graduate Council, **except the representatives from the University Library faculty**, must be Graduate Faculty, as specified in the Graduate Catalog. **The representatives from the University Library faculty and the graduate students shall be full voting members of the council regardless of graduate faculty status.**

The Committee on Committees shall select the faculty members for all committees of the Graduate Council and shall solicit nominees from the deans of the respective academic units as well as from the dean of the College of Graduate Studies, among others. The council chair and vice chair are elected annually by the membership of the council at the first meeting after the new committee is constituted, normally early in the fall term. The elected chair of the council will serve as the chair of the Graduate Policy Committee. The vice chair of the council will serve as the chair of the Graduate Curriculum Committee.

1. Graduate Policy

b. Membership.

CURRENT:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

PROPOSED:

The Graduate Policy Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council chair will serve as the chair of the Graduate Policy Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

2. Graduate Appeals Committee

b. Membership.

CURRENT:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

PROPOSED:

The Graduate Appeals Committee shall consist of at least one graduate faculty member from each academic unit, a representative from the University Library faculty, a graduate student, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The council chair will appoint the chair of the Graduate Appeals Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year. The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies.

3. Graduate Curriculum Committee

b. Membership.

CURRENT:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and a graduate student.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

PROPOSED:

The Graduate Curriculum Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and a graduate student. The representative from the University Library faculty and the graduate student shall be full voting members of the council regardless of graduate faculty status.

The graduate student representative will be appointed by the chair of the council based on recommendations made by the president of the Graduate Student Association and the dean of the College of Graduate Studies. The ex officio members include the dean of the College of Graduate Studies (or designee) and the assistant or associate dean (or designee) whose responsibilities include graduate curricular issues from each of the colleges. The council vice chair will serve as the chair of the Graduate Curriculum Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered, with the exception of the student member, who shall serve for one year.

4. Graduate Program Review and Awards Committee

b. Membership.

CURRENT:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, and the dean of the College of Graduate Studies (ex officio) or her/his designee.

The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

PROPOSED:

The Graduate Program Review and Awards Committee shall consist of one graduate faculty member from each academic unit, at least four of whom are members of the Faculty Senate, a representative from the University Library faculty, and the dean of the College of Graduate Studies (ex officio) or her/his designee. The representative from the University Library faculty shall be a full voting member of the council regardless of graduate faculty status.

The council chair will appoint the chair of the Graduate Program Review and Awards Committee. The vice chair shall be elected annually by its membership at the first meeting of the committee after the new Faculty Senate is elected, normally in the early fall term. Terms of service shall be three years, staggered.

1 Resolution 2022-2023-4
2 Faculty Bylaw Change
3 Research Council Membership
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5

6 **Whereas**, the duties and responsibilities of the Research Council are far ranging, and
7 include in part assisting in the evaluation of university research programs, reviewing the
8 activities of committees that deal with human subject or animals in research, working
9 with Office of Research administration in establishing guidelines for submission and
10 review of research proposals, and recommending policies relating to research activities,
11 research facilities, responsible research conduct, and patents; and
12

13 **Whereas**, the Research Council currently has the flexibility to divide into committees
14 based on the specific needs or emphasis in any given year; and
15

16 **Whereas**, faculty membership on the Research Council consists of exactly eighteen
17 faculty members proportionally representing all of the University academic units, plus
18 two additional faculty from the university institutes and/or centers; and
19

20 **Whereas**, the efficiency of the Research Council would be enhanced by having
21 additional faculty members representing the academic units, thus providing a wider
22 array of viewpoints and experiences from which the council could draw upon; therefore
23

24 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
25 Central Florida be amended in Section VI.F.2 to replace the text
26

27 “The committee shall consist of eighteen faculty members with at least one
28 representative from each of the academic units selected by the Committee on
29 Committees and two additional faculty members from the institutes and/or centers will
30 be designated by the vice president for the Office of Research.”
31

32 with
33

34 “The committee shall consist of **twenty-eight** faculty members with at least one
35 representative from each of the academic units selected by the Committee on
36 Committees and **three** additional faculty members from the institutes and/or centers will
37 be designated by the vice president for the Office of Research.”
38

RESEARCH COUNCIL MEMBERSHIP

CURRENT

2. Membership.

The committee shall consist of **eighteen** faculty members with at least one representative from each of the academic units selected by the Committee on Committees and **two** additional faculty members from the institutes and/or centers will be designated by the vice president for the Office of Research. Academic unit faculty membership shall proportionally represent the number of faculty of the colleges. Only faculty members holding the rank of associate professor or professor or professional librarians of comparable rank shall be eligible for membership. The vice president for the Office of Research (or designee) shall serve as an ex officio member. Terms of service shall be three years, staggered. The chair and vice chair of the council shall be elected annually by its membership.

PROPOSED

2. Membership.

The committee shall consist of **twenty-eight** faculty members with at least one representative from each of the academic units selected by the Committee on Committees and **three** additional faculty members from the institutes and/or centers will be designated by the vice president for the Office of Research. Academic unit faculty membership shall proportionally represent the number of faculty of the colleges. Only faculty members holding the rank of associate professor or professor or professional librarians of comparable rank shall be eligible for membership. The vice president for the Office of Research (or designee) shall serve as an ex officio member. Terms of service shall be three years, staggered. The chair and vice chair of the council shall be elected annually by its membership.

1 Resolution 2022-2023-5
2 Faculty Bylaw Change
3 Excessive Absences in Committees
4

5 **Whereas**, the principles of shared governance requires contributions from the Faculty
6 Senate, the Senate operational committees, Senate curricular committees, and joint
7 committees, in making reviews and recommendations to the president, the provost and
8 vice president for academic affairs, and other administrators on all matters concerning
9 the welfare of the university; and

10
11 **Whereas**, meaningful contributions from faculty appointed to committees requires the
12 presence of the faculty at scheduled committee meetings; and

13
14 **Whereas**, the Faculty Senate appoints faculty members, only a fraction of which are
15 senators, to serve on Senate operational committees, Senate curricular committees,
16 and joint committees; and

17
18 **Whereas**, the faculty senate has a mechanism to address vacancies or excessive
19 absences by senators at Senate meetings as described in the Bylaws Section V.A.-C.;
20 and

21
22 **Whereas**, joint committees have a mechanism to address vacancy or excessive
23 absences as stated in Bylaws Section VII that “If a non-elected committee member is
24 absent or unable to serve for eight weeks or longer, an interim or permanent
25 replacement will be appointed for the remaining term”; and

26
27 **Whereas**, consistent expectations for committee attendance at Senate operational
28 committees, Senate curricular committees, and joint committees would benefit faculty in
29 understanding expectations; therefore

30
31 **Be it resolved** that the Bylaws to the Constitution of the Faculty of the University of
32 Central Florida be amended in Section VI and Section VII to state “If a committee
33 member is absent or unable to serve for eight weeks or longer, an interim or permanent
34 replacement will be appointed for the remaining term by the agency that appointed the
35 committee member”; and

36
37 **Be it further resolved** that the Bylaws to the Constitution of the Faculty of the
38 University of Central Florida be amended in Section VIII to replace “If a non-elected
39 committee member is absent or unable to serve for eight weeks or longer, an interim or
40 permanent replacement will be appointed for the remaining term” with “If a committee
41 member is absent or unable to serve for eight weeks or longer, an interim or permanent
42 replacement will be appointed for the remaining term by the agency that appointed the
43 committee member”.

44
45

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 1)

SECTION VI. SENATE OPERATIONAL COMMITTEES

CURRENT:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting.

PROPOSED:

The Faculty Senate will establish Senate operational committees, which report to the full Faculty Senate at each meeting of the Faculty Senate. Terms of service for all committees are staggered. Committee members continue to serve until their replacements are appointed. The chair of each committee, directed by majority vote of the committee membership, shall bring policy matters to the Faculty Senate Steering Committee for consideration. Even though there is no voting by proxy for Senate meetings, Senate operational committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 2)

SECTION VII. SENATE CURRICULAR COMMITTEES

CURRENT:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting.

As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

PROPOSED:

Certain committees shall be designated as Senate curricular committees. Even though there is no voting by proxy for Senate meetings, Senate curricular committees may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. **If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member.**

As the elected representatives of the faculty, the Faculty Senate is responsible for all university curricular committees and councils.

RESOLUTION ON EXCESSIVE ABSENCES IN COMMITTEES (page 3)

SECTION VIII. JOINT COMMITTEES AND COUNCILS

CURRENT:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. If a non-elected committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term. If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

PROPOSED:

Even though there is no voting by proxy for Senate meetings, joint committees and councils may adopt policies at the start of the year to allow voting by proxy. According to *Robert's Rules of Order* (latest edition) proxies should be written, be for a specific meeting, and be given to the committee chair before the start of a meeting. If a committee member is absent or unable to serve for eight weeks or longer, an interim or permanent replacement will be appointed for the remaining term by the agency that appointed the committee member. If a committee member is appointed a member by virtue of the position held which will not change over multiple committee terms, those members may be listed as continuing members. When the continuing member ceases to hold the position that entitles him/her to such membership, membership on the committee ends.

1 Resolution 2022-2023-6
2 Faculty Senate Bylaw Amendment
3 Faculty Senate Parliamentarian
4

5 **Whereas**, the Bylaws to the Constitution of the Faculty of the University of Central Florida state
6 that one of the duties of the Faculty Senate Chair is to appoint a parliamentarian; and
7

8 **Whereas**, meetings of the Senate are conducted according to the latest edition of Robert's
9 Rules of Order, which asserts "a member of an assembly who acts as its parliamentarian has the
10 same duty as the presiding officer to maintain a position of impartiality, and therefore does not
11 make motions, participate in debate, or vote on any question except in the case of a ballot
12 vote"; and
13

14 **Whereas**, it has been customary practice in the Senate that the Chair appoints a member of the
15 Senate to be the parliamentarian, and that the appointed parliamentarian engages in debate,
16 makes motions, and votes on all questions before the Senate; and
17

18 **Whereas**, Webster's New World Robert's Rules of Order Simplified and Applied provides an
19 alternative status for the parliamentarian as follows: "If a member is considered the
20 parliamentarian and sits with the assembly during meetings and does not advise the chair
21 during the meetings, then perhaps the parliamentarian would have the right to make motions,
22 discuss them, and vote"; therefore:
23

24 **Be it resolved** that the Faculty Bylaws be amended to state in section III A. 1. g. to state:
25 "To appoint a parliamentarian. The parliamentarian, if a member of the Senate, has the rights
26 to make motions, engage in debate, and vote, but cannot sit by or advise the Chair of the
27 Senate during a meeting."



Faculty Senate

Faculty Senate
Committee Reports
September 22, 2022

Budget and Administrative Committee

Chair – Tina Buck; Vice Chair – Keri Watson

September 21, 2022

The Budget and Administrative committee met via Teams and the IT committee joined them. Gerald Hector gave a brief presentation about Workday, followed by Q&A.

Information Technology Committee

Chair – Glenn Martin; Vice Chair – Joseph Harrington

September 20, 2022

Committee met for about an hour. Initial focus was on completing old business; however, lack of UCF IT personnel required some elements to be postponed. Hank Glaspie did provide a brief on mass e-mail communication policy updates. A deep discussion on Workday issues was held and categorized into process vs IT issues. For example, lack of a report needed for contract & grant budget positions is an IT issues. An initial discussion on the UCF Strategic Plan was then held with the focus on what IT needs are missing or require improvement to achieve that plan.

Personnel Committee

Chair – Karol Lucken; Vice Chair – Gulnora Hundley

No update

Research Council

Chair – Linda Walters; Vice Chair – David Luna

The Research Council met on Monday, September 12 for the first meeting of the 2022-2023 academic year. At this meeting, all members selected a subcommittee assignment (Policy, Compliance, Internal Research & Facilities) and Chairs of each subcommittee were elected. Winners were Scot French (Policy), Shawn Burke (Compliance) and Qun Treen Huo (Internal Research & Facilities). Assignments were provided to each subcommittee and they are currently setting up their calendars to meet approximately every other week.

Additional items:

1. Shared that SEED Grant resolution from spring 2022 was supported by Provost. Now awaiting budget to see if RFP can be run for 2022-2023.
2. Discussed preferred qualifications for new Director of Office of Research. Two members of the Search Committee are on the Council, so they accepted this information and agreed to share with the rest of the Search Committee.
3. Workday items related to slowed research productivity have been shared with Faculty Senate Chair and Gerald Hector. Hector has offered to meet with Research Council.



Faculty Senate

4. Research Council reviewed and unanimously approved the following document based on Compliance Subcommittee efforts carried forward from 2021-2022:

5. **Proposal on Membership of Faculty Research Misconduct Review Committee**

To facilitate timely faculty research misconduct inquiries and investigations, the UCF Research Council recommends that a standing committee be formed that includes one faculty member from each department or unit. This committee composition would provide a sufficient pool of expertise ready to assist as needed. The committee would be staffed each summer through the Faculty Senate Committee-on-Committees for the next 12 months. Research Council is currently voting on the faculty composition of this committee.

Graduate Council

Chair – Stacy Barber; Vice Chair – Valeriya Shapoval

Grad Policy Committee met on 9/14/2022. They elected David Mohaisen as Vice Chair; he will step up as chair when Chair Stacy Barber goes on sabbatical in the spring. They also agreed to develop improved means of communication with the university community so that stakeholders are aware of planned future policy votes. They expect to finalize their communication plans at their next meeting. Similarly, they agreed to vote at the next meeting on whether to reconsider their spring vote on the graduate transfer of credit policy.

Graduate Council Program Review Committee met on 9/9/2022. This meeting was an introductory meeting in which John Weishampel reviewed member responsibilities and duties and the proposed workload for the year. The only business conducted was to assign committee members to review faculty re-nominations for graduate faculty status.

Graduate Curriculum Committee met on 9/7/2022. The committee made introductions and selected a co-chair, Marla Toyne. There was also a brief overview as to the expectations.

Undergraduate Council

Chair – Jeffrey Kauffman; Vice Chair – Tina Chiarelli

Undergraduate Course Review Committee - September 13, 2022

The UCRC held its first monthly meeting of the semester. During that time, they selected a Vice-Chair for the upcoming year, Dr. Kevin Murphy (Hospitality). In addition, 10 Consent Agenda and 5 Action Agenda items were approved.

Undergraduate Policy and Curriculum Committee - September 20, 2022

The UPCC held its September meeting. During that time, Dr. Tremon Kizer (School of Performing Arts) was elected as Vice Chair. The committee approved 4 Consent Agenda items and a new Late Swap Policy that largely formalized the current practice. Furthermore, they discussed proposed revisions for the Double Majors and Withdrawal Policies.

Ad Hoc Committee on Student Success

Chair – Tina Chiarelli

September 12, 2022

The committee held its first meeting. Members met with Senate Chair, Dr. Steve King, to discuss immediate tasks of choosing a fifth member, defining the permanent committee duties and



Faculty Senate

responsibilities, and the internal structure of the committee regarding who should serve. It was also suggested we meet with the new Senior Vice President of Student Success, Dr. Paul Dosal.

September 21, 2022

The committee met with Dr. Dosal. We discussed Dr. Dosal's vision for Student Success at UCF and how our committee aligns with, and can support future plans. We discussed the Student Success objectives defined in the current Strategic Plan and the roles for all stakeholders, i.e., students, faculty, and administration, at UCF to ensure we meet our goals.

Civil Discourse Final Report

2022



CIVIL DISCOURSE INITIATIVES in the STATE UNIVERSITY SYSTEM

INTRODUCTION

As members of many different societal groups and communities, people thrive on the personal interactions that occur every minute of every day. These ongoing interactions provide the foundation for learning, discovery, and growth in a university setting. More specifically, open-minded, tolerant, and respectful discourse among campus community members is critical to enabling students to learn and pursue their educational goals, faculty to effectively teach, and staff to pursue fulfilling work.

To promote civil discourse in the State University System, the Board of Governors, the presidents of Florida's twelve public universities, adopted a "Statement of Free Expression" in 2019. The Board's statement directly aligns with the well-established "Chicago Principles" that originated at the University of Chicago in 2014 to articulate the university's overarching commitment to free, robust, and uninhibited debate. Universities have widely adopted the Chicago Principles throughout the U.S.

The Board's Statement of Free Expression was endorsed by the twelve state universities as a vehicle to establish, maintain, and support a full and open discourse and the robust exchange of ideas and perspectives on all university campuses (See Appendix A). The statement reinforces that a critical purpose of a higher education institution is "to provide a learning environment where divergent ideas, opinions, and philosophies, new and old, can be rigorously debated and critically evaluated."

Board of Governors Chair Syd Kitson established the Board's Civil Discourse Initiative during his January 2021 "State of the System" address. Chair Kitson expressed concern regarding the steady decline in respectful discourse among those with differing viewpoints. He stated that the university setting could provide a foundation for understanding, learning, and growth in this area. Chair Kitson tasked Governor Tim Cerio to lead the initiative through the Strategic Planning Committee. Governor Cerio has stated that "Civil discourse, conducted civilly without fear of reprisal, is critical to free speech and ensuring academic and intellectual freedom – not just on our university campuses, but throughout our country."

The 2018 Legislature established the Campus Free Expression Act in section 1004.097, Florida Statutes. This statute provides direction and relevance to the Board's initiative as it codifies an individual's right to engage in free-speech activities at public higher education institutions. It also prohibits a public institution from shielding students, faculty, or staff from expressive activities while authorizing a public institution to create and enforce reasonable restrictions under specified conditions.

CIVIL DISCOURSE: BEST PRACTICES

The State University System

The state universities provided information on activities and initiatives promoting and supporting civil discourse in their campus communities. Best practices gleaned from a review of their submissions were highlighted within the following four categories.

1. Workshops & Professional Development: Presentations, lectures, workshops, or training designed to provide opportunities for faculty, staff, students, and campus partners to learn how to engage in and facilitate dialogue respectfully.
2. Speakers, Dialogue & Debate: Events or programs that provide opportunities for faculty, staff, and students to engage in, observe, or facilitate conversations and encourage civil discourse.
3. Outreach (on and off-campus): Programs, workshops, and or campaigns with external partners help cultivate a campus culture of civil discourse.
4. Research and Academic Affairs: Research-based initiatives, web tools, and courses designed to provide opportunities for students, faculty, and staff to engage in and learn about issues related to civil discourse in a formal setting.

Additionally, the committee researched established national programs addressing civil discourse and interviewed prominent authorities in this area. Interviews were conducted with Dr. Robert George, McCormick Professor of Jurisprudence & Director, James Madison Program at Princeton University; Dr. Lynn Pasquerella, President of the Association of American Colleges and Universities; Dr. Diana Hess, Dean, University of Wisconsin School of Education; Ms. Liz Joyner, Founder & C.E.O., the Village Square; Dr. Bill Mattox, Director, James Madison Institute's Marshall Center for Educational Options; Dr. Tim Chapin, Dean, FSU College of Social Sciences and Public Policy, and Dr. Jonathan Haidt, founder of the Heterodox Academy.

National Models

A review of the national postsecondary system and institutional civil discourse programs identified a number of highly regarded initiatives and strategies that promote and support civil discourse. Examples include the following.

- The Center for Peace and Conflict Resolution, Brigham Young University: The Center's primary focus is conflict resolution. Through mediation, arbitration, training workshops, research, conferences, academic courses, and consultations, the Center assists both the university and the community in building skills and promoting understanding of peace, negotiation, communication, and conflict resolution.
- Heterodox Academy: Heterodox Academy is a nonpartisan international collaborative of professors, administrators, and students committed to enhancing the quality of research and education by promoting open inquiry, viewpoint diversity, and constructive disagreement in institutions of higher learning. The

Heterodox Academy was founded in 2015 by scholar Jonathan Haidt. He was prompted by his views on the negative impact that the lack of ideological diversity has had on the quality of research within the Academy.

The Academy collaboratively engages with universities throughout the U.S. to promote rigorous, open, and responsible interactions across lines of difference as essential to separating good ideas from bad and making good ideas better. Heterodox scholars view the university as a place of collaborative truth-seeking, where diverse scholars and students approach problems and questions from different points of view in pursuit of knowledge, discovery, and growth.

- The Institute for Civic Discourse and Democracy, Kansas State University: The Institute pursues theories and practice in civic discourse that are identified to advance improvements in all campus and community interactions. The Institute supports public conversation to elevate specific qualities of civic discourse, including inclusiveness, equality, reciprocity, reflection, reason-giving, and shared decision-making. The Institute offers certificates and degrees through the university's communication studies department; and offers workshops, facilitator training, and research opportunities through the Kansas Civic Life Project.
- The James Madison Program in American Ideals and Institutions: The James Madison Program is a scholarly institute within the Department of Politics at Princeton University and is dedicated to exploring enduring questions of American constitutional law and Western political thought. The James Madison Program was founded in 2000 by Dr. Robert George, McCormick Professor of Jurisprudence at Princeton University, and follows the University of Chicago's principles on freedom of expression.

The James Madison Program promotes teaching and scholarship in constitutional law and political thought and provides a forum for free expression and robust civil dialogue and debate. The Program hosts visiting postdoctoral and undergraduate fellows and offers various activities, courses, summer programs, and other related activities promoting free expression.

RECOMMENDATIONS

All 12 universities in the State University System have voiced a commitment to civil discourse and have provided numerous examples of programs and policies to establish, maintain, and support civil discourse throughout their living, learning, and working environment.

In recent years, there have been incidents of unacceptable behaviors and violations of codes of conduct and personnel policies relating to civil discourse by administrators, faculty, and students in the system. When such incidents occur, universities must respond to grievances with rapid response, thorough review, and adjudication according to their established policies. This process is most valuable when the conflict is resolved,

the impacted individuals are redressed, and all involved can learn and grow from the experience.

Moreover, programming restricting participation based on race or ethnicity, and in violation of existing university policies, has occurred with more frequency on Florida campuses. Although perhaps well-intentioned, often the effect of these programs is to further divide and disenfranchise, rather than promote understanding through civil discourse.

The Board of Governors as Advocate

The Board of Governors, responsible for the management and operation of the State University System, is unequivocal in its support of civil discourse throughout its 12 campus communities. The Board believes that each campus community member has a unique and critical role in the adherence to civil discourse and the ongoing support of the establishment, maintenance, and evaluation of civil discourse initiatives.

The Board of Governors' "Statement of Free Expression" remains an integral part of the Board's three-pronged mission for state universities: to deliver a high-quality academic experience for students, to engage in meaningful and productive research, and to provide a valuable public service for the benefit of local communities, metropolitan regions, and the state.

- 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.**

University Planning

In its 2025 Strategic Plan, the Board of Governors sets forth its mission for the State University System and further states that the state universities will "*support students' development of the knowledge, skills, and aptitudes needed for success in the global society and marketplace.*" The Board strongly believes that the state universities are well-positioned to provide the foundation for civil discourse learning, understanding, and growth for all campus community members.

Each university's Accountability Plan is an annual report of specific accountability measures and strategic plans.

- II. **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.**

University Leadership

State university boards of trustees have the powers and duties necessary for each university's operation, management, and accountability. University civil discourse policies, programs, and initiatives should be viewed as strategic priorities by each board of trustees. The Board of Governors also believes that university faculty senates and student governments have a vital role and should participate early and often in the development, implementation, evaluation, and support of civil discourse programs and initiatives.

- 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.**
- 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.**

The University President

The university president has primary responsibility for establishing the campus culture and setting the day-to-day living, learning, and working environment for all university community members. The president directs and monitors these efforts and is ultimately accountable for the civil discourse climate in the campus community.

Board of Governors Regulation 1.001, University Board of Trustees Powers and Duties, states that the annual evaluation for university presidents addresses "responsiveness to the Board of Governors' strategic goals and priorities."

- V. **Beginning in the 2022 presidential evaluation and contract renewal cycle, as a part of a president's evaluation, the Chair of the Board of Governors will consult with the board of trustees chair to review the university's campus free speech climate, including adherence to the principles set forth in the Board's Statement of Free Expression, the occurrence and the resolution of any issues related to the university's compliance with substantiated violations of section 1004.097, Florida Statutes, and the implementation of best practices promoting civil discourse.**

Academic, Student, and Administrative Affairs

Board of Governors Regulation 1.001, University Boards of Trustees Powers & Duties, directs each board of trustees to adopt regulations or policies for a student code of conduct and establish a personnel program for all university employees. These policies are required to include standards for performance and conduct as well as disciplinary actions, complaints, appeals, and grievance procedures.

A university's personnel policies, orientation programs, and student code of conduct are critical to setting the tone for a climate of open-mindedness and tolerance for civil discourse. More specifically, all university campus areas, including classrooms, lecture halls, offices, and extracurricular, residential, and social locales, offer opportunities for learning, tolerance, and growth. Academic deans and directors, student affairs administrators, faculty, and students share responsibility for establishing and reinforcing tolerant, open-minded, and respectful discourse on a university campus.

- 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.**

Best Practices for Civil Discourse

- 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.**

- **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.
- **Schedule and host ongoing, campus-wide forums, dialogues, and debates** on various issues and perspectives to promote open discussion, understanding, and learning opportunities.
- **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.
- **Avoid disinvitations** by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.
- **Provide targeted educational and professional development opportunities** for university administrative employees to reinforce free expression and open-minded debate norms.
- **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.**

Appendix A

State University System of Florida

Statement of Free Expression

April 15, 2019

The State University System of Florida and its twelve public postsecondary institutions adopt this Statement on Free Expression to support and encourage a 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 worldview. 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 each of our institutions' academic and research missions.

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 unlawful expression, 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 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.



STATE UNIVERSITY SYSTEM OF FLORIDA





Board of Governors
State University System of Florida

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Board of Governors Free Expression Statement 2022

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