

MEMO

DATE: April 6, 2018
 TO: Dr. Timothy Mottet
 FROM: Members of the Presidential Task Force on Free Speech

Dr. William Brown
 Dr. Doug Eskew
 Mr. Jonathan Grunert
 Dr. Neb Jaksic
 Dr. Fawn Amber Montoya
 Dr. Christine Rochester
 Dr. Abhay Shah

SUBJECT: Free Speech Recommendations and Next Steps

Dr. Mottet,

In November of 2017, President Mottet appointed a free speech task force made up of seven faculty members, William Brown, Doug Eskew, Jonathan Grunert, Neb Jaksic, Fawn-Amber Montoya, Christine Rochester, and Abhay Shah. The committee was charged with developing 5-7 recommendations that promote (1) free speech, (2) campus safety, and (3) civil discourse. These recommendations were to also reflect best practices and implementation in a reasonable amount of time. CSU-Pueblo is a space where we encourage free speech and diversity of thought. CSU-Pueblo is a space where critical discourse and discussion is sought out and supported.

	Recommendation	Rationale
1	Develop a formal statement affirming the University's commitment to free speech, diversity of thought, academic freedom and critical academic inquiry.	Given the present context where people with a variety of ideological positions see a threat to their abilities to speak, the university should make clear its commitment to intellectual and ideological freedom.
2	Develop online modules and workshops in concert with policies and procedures already outlined in faculty, staff and student handbooks for new and returning/current employees and students on the values of free speech, academic freedom and critical academic inquiry.	The university's values are neither widely shared nor widely understood. In order to preserve those values, the university is obligated to teach them to its community members. Example - Online Training Course through Academic Impressions or similar vendor

3	Develop a checklist and guidelines for holding events on campus which a) ensure transparent approval processes; b) establish clear expectations for how administration and law enforcement can respond; c) account for safety of participants and the campus community; d) ensure the commitment to free speech; e) provide security and insurance policies for university-sponsored and non-University sponsored speaking events; f) provide the option to have a trained moderator at speaking events to manage civil discourse.	Current guidelines require supplementation and must require civil discourse. Guidelines should address the event sponsor and the moderator/moderating availability. Evaluate costs associated with recording events (IT needs/costs) and staffing security at events, when needed. Align campus policies to ensure coverage for possible damage and/or injury.
4	Mandatory training and guidelines for campus law enforcement.	Law enforcement may be asked to take physical action to preserve free speech. These same actions can, when wrongly applied, do damage to the same. This training and guideline language should be included in security contract.
5	Revise university policy so that a) employee/student communication access cannot be cut off while employed by the university without due process adjudicated by a representative committee of students, faculty and staff; b) faculty/student access to campus-wide communication is restored with guidelines for appropriate usage c) develop a communication tool (solution) to promote free speech and enhance mass communication d) revise communication policy to include free speech and academic freedom e) define how various communication fits into that policy (e.g. email, social media, flyers, etc.)	Employee's and student's ability to communicate with the campus should never have been revoked; there is no clear policy that protects speech when administration claims "campus safety." Establish a due process timeline.
6	Work towards aligning our policy with the CSU System Policy on Free Speech.	Ideas and expertise may benefit all campuses in the system through collaboration.
7	Develop a protest and peaceful assembly policy and presentation and demonstration ground rules.	

The committee met from November, 2017 through March, 2018. The committee hosted an open forum on free speech for faculty and staff during spring convocation of 2018 in order to receive feedback about the proposed recommendations. In addition, the committee hosted an open forum for students in January of 2018. These recommendations were presented to Faculty Senate, Administrative Professional Staff Council, Classified Staff Council, and Associated Students' Government with the understanding that all feedback would be considered and reflected in the final version of the recommendations.