

Speech and Expression Advisory Committee

DePaul University has established the [Guiding Principles for Speech and Expression at DePaul University](#) ("Guiding Principles"). The Guiding Principles are not themselves a policy. Rather the Guiding Principles are a university-wide statement of values. The Guiding Principles are used to inform the application of university policies and procedures in specific situations.

DePaul has established a Speech and Expression Advisory Committee (SEAC). SEAC increases consistency as to how various policies and procedures are aligned with the Guiding Principles by providing a forum through which a standing group of community representatives routinely engages with the Guiding Principles.

I. Composition

SEAC is convened and chaired by Academic Affairs. The Provost or the Provost's delegate has responsibility for serving in the role of Chair of SEAC. In general, the Chair is responsible for coordinating and overseeing SEAC's activities.

SEAC consists of eleven (11) members:

- The Provost or the Provost's delegate, representing Academic Affairs.
- Three (3) faculty representatives. The three faculty representatives will be chosen by Faculty Council according to its usual policies and procedures.
- Three (3) staff representatives. The three (3) staff representatives will be chosen by Staff Council according to its usual policies and procedures.
- Three (3) student representatives. The three student representatives will be chosen by Student Government Association according to its usual policies and procedures.
- One (1) Dean. The Dean will be selected by Academic Affairs.

Groups and units are encouraged to consider the following in selecting SEAC members:

- The diversity of applicants, including as to viewpoint, academic or operational unit, and personal demographic characteristics;
- An applicant's experience with and/or commitment to engaging in questions of speech and expression; and
- An applicant's experience with and/or commitment to engaging with DePaul's Mission and Guiding Principles on Speech and Expression.

SEAC members will serve two year terms. Members may serve consecutive terms.

SEAC may ask that representatives from other university units serve as resources to the group. These could include, for example, Student Affairs (Office of Student Involvement, Residential Education, Center for Identity, Inclusion and Social Change, Office of Multicultural Student Success, etc.); Facility Operations (Student Centers, Public Safety, etc.); Office of Mission and Values; Office of the General Counsel; Teaching and Learning Resources (University Library, DePaul Art Museum, etc.); Office of Public Relations and Communications; Office of Institutional Diversity and Equity, etc. SEAC may ask that these representatives serve as resources on a standing or ad hoc basis.

II. Meetings and Training

SEAC meets as a full group at least once an academic year. Under the direction of the Chair, SEAC's other activities may be implemented by smaller groups of SEAC designees. For example, as further detailed below, SEAC may designate a sub-group of members responsible for education. Additionally, SEAC may designate small panels of members to provide advice and consultation.

As part of its work, SEAC members participate in on-going education regarding issues such as DePaul's mission; the Guiding Principles; speech and expression issues more generally; responding to community feedback about difficult decisions; and diversity and inclusion.

III. Responsibilities of SEAC

The responsibilities of SEAC are detailed below. SEAC may develop additional internal procedures to guide its work.

Given the value that DePaul University places on being a community in which a diverse range of ideas are exchanged, SEAC will generally start with a presumption in favor of permitting speech and expression when fulfilling its roles.

A. Education

SEAC develops and implements a comprehensive, ongoing university-wide program to educate the DePaul community about the Guiding Principles. This awareness program is integrated with existing opportunities for education at DePaul, and may also include additional programming.

A sample education plan [can be found here](#). SEAC annually reviews the education plan and its implementation. This education plan may be modified by SEAC as deemed appropriate by this review, and as otherwise dictated by circumstances.

B. Review of the Guiding Principles and Policies

SEAC reviews the Guiding Principles on an annual basis.

At the time that university policies involving issues related to the Guiding Principles are established or reviewed, SEAC provides consultation to the Policy Review Group regarding alignment between the policy and the Guiding Principles. The Policy Review Group will consult with the Chair of SEAC as to when such consultation is appropriate.

C. Other Consultation

As requested or otherwise initiated, SEAC provides consultation to university units regarding how the Guiding Principles could be further integrated into university activities, policies, and procedures.

The process by which SEAC provides consultation will vary based on the circumstances of particular situations. For example, SEAC could suggest potential modifications to a university policy or process in order to foster better alignment with the Guiding Principles. SEAC could also suggest additional activities such as targeted education, facilitated dialogue, linkages with other university policies, procedures or units, a restorative justice process, etc.

SEAC's role is limited to providing consultation about whether University policies and procedures, or a particular application of a policy or procedure, are aligned with the Guiding Principles. SEAC's charge does not include making recommendations about specific decisions being made by individual units, or altering decisions that have already been made by any DePaul unit or member of the DePaul community.