



UFF-FSU Faculty Poll Results, Spring 2025

1. Please indicate your primary College/Unit: *Mark only one.* (561 responses in total)

- 29.6% Arts & Sciences
- 6.4% Business
- 0.0% Center for Advanced Power Systems
- 5.0% Communication and Information
- 1.2% Criminology and Criminal Justice
- 0.4% Dedman College of Hospitality
- 8.4% Education, Health, and Human Sciences
- 4.1% Engineering
- 5.9% Fine Arts
- 0.2% Intensive English (Center for)
- 0.4% Jim Moran College of Entrepreneurship (incl. JMI)
- 1.1% Learning Systems Institute
- 5.0% Mag Lab (NHMFL)
- 1.1% Motion Picture Arts
- 5.5% Music
- 2.1% Nursing
- 0.0% Office of Distance Learning
- 1.2% Panama City Campus (all areas)
- 0.4% Science and Public Affairs (Inst. for)
- 9.6% Social Sciences and Public Policy
- 1.6% Social Work
- 2.5% Undergraduate Studies
- 4.5% University Libraries
- 0.0% University School (FSUS)
- 3.7% Other (not listed above)

Salary Priorities

2. UFF-FSU faculty negotiators want your input on salary priorities. Which of the following should be a high salary priority for the UFF-FSU faculty negotiating team?

Check all that apply. (559 responses in total)

- 86.4% Across-the-board raises for cost-of-living increases
- 49.9% Adjustments to address market inequities, compression, and inversion
- 6.3% Discretionary increases based on administrator judgment
- 43.8% Merit raises based on annual performance and departmental procedures
- 6.3% One-time annual bonuses
- 2.3% Other:

3. In dividing up a fixed amount of money for salary increases, top priority should be given to: *Mark only one.* (558 responses in total)

65.9% Keeping up with the cost of living

14.9% Providing incentives for recent meritorious job performance

19.2% Correcting existing salary inequities, including compression and inversion

4. What is the minimum across-the-board salary increase that will allow you to ratify the contract? *Mark only one.* (553 responses in total)

1.8% 0%

3.1% 1%

10.7% 2%

29.3% 3%

10.3% 4%

10.8% 5% or more

34.0% The current rate of inflation

5. Should annual merit increases be based mainly on peer recommendations, or mainly on deans' discretion? *Mark only one.* (555 responses in total)

60.4% Mainly on peer recommendations

11.2% Mainly on deans' discretion

28.5% Not sure

Non-salary Bargaining Priorities

6. Which of the following should be high non-salary priorities for the faculty bargaining team? *Check all that apply.* (542 responses in total)

31.7% Expanding paid parental leave to allow leave to care for all family members

20.5% Expanding paid parental leave to allow both parents to take paid leave

28.2% Expanding paid parental leave to cover two births or adoptions

22.0% Addressing Artificial Intelligence (AI) concerns such as possible adverse effects on faculty employment

46.7% Having a credible procedure to challenge Collective Bargaining Agreement violations by university administrators

31.2% Ensuring increased class sizes are reflected in Assignments of Responsibilities (AORs)

20.5% Formalizing guidelines on determination of teaching AOR percentages

31.2% Ensuring faculty safety on FSU's campuses

27.9% Ensuring overload pay for faculty asked to carry out duties normally assigned to staff

48.7% Ensuring fairness in the Post-Tenure Review (PTR) process

16.6% Addressing AI concerns such as possible threats to faculty intellectual property rights

7.2% Other:

7. Do you have any additional comments on salary or non-salary bargaining priorities? (123 responses in total)

No

No

N/A

NA

Protecting international faculty, staff and students (from ICE and many other immigration-related threats)

None at this time

New faculty. My salary is 20% lower than a K12 teacher in my subject area in the Northeast. I was told my base salary is non-negotiable because of anti-compression rules.

The first priority is to NOT lose ground, i.e., keep up with inflation. Other things are important, but addressing inflation is most important.

should be merit-based/objective and/or at supervisors discretion

protecting faculty against BOT/BOG violations of academic freedom and CBA violations

Specialized Faculty at Ringling Center for the Arts is much lower than FSU Tallahassee -address the inequity in pay

Most of these are not as important for specialized/non-tenure track faculty

Specialized faculty in Undergraduate Studies with "Assistant Director" or "Associate Director" in their title are deemed out of unit. Department faculty chairs in other colleges are deemed in unit - sometimes. This patchwork approach is confusing and demoralizing. I have colleagues in Undergraduate Studies who were in unit last year or previous years, but FSU swept in to tell them they are now out of unit and cannot be in the union. They are heartbroken because they otherwise would be a member. Why this inconsistency from college to college? What gives? Please address this because it is alarming to see how FSU is chipping away.

Addressing legislative attempts to limit academic freedom on campus is the most important issue to me, and I've been deeply disappointed by how quiet the union has been on this.

Parking — the reserved student spots take up so much space in the faculty areas, and they mean we can't use the gates, which means even more spots get taken by overflow from student levels.

5% is not enough time to write enough grants to maintain a fully funded salary. And grants are like playing the lottery, it might not fund and then without any safety net, now what. Research faculty should be allowed to save salary support for a time in case there is a gap between grants

We need a stronger union that advocates against all the policies changes that is coming from the BOG.

Thank you - please keep fighting for us.

I am feeling quite hopeless about the higher ed in Florida right now, but I appreciate anything UFF can do for us.

I would love for the union to please address the incredible WORK LOAD for specialized teaching faculty. I know the tenure issues are important but nearing the end of my 2nd year here as FSU, I feel like we specialized teaching faculty are invisible, to both the university and the union. We are on 12 month contracts at an intense 4/4/2 load (which also includes some research and service), and in my unit, our course caps went up this year(I was told they would be going down when I was being interviewed/hired). I just saw a job ad for a position at New College for specialized teaching faculty where the load is 3/3 on a 9 month salary, for the same amount I make here (probably a higher amount, actually, than some FSU teaching faculty make). Why is there so much disparity within the FL public higher ed system?

The expansion of paid parental leave to cover two births or adoptions is crucial. At a time when the state of Florida may be losing out on talented new faculty members due to other policies in place or more appealing places to live, it is essential that FSU provide excellent support structures for faculty to thrive in all aspects of their lives. Additionally, other universities that are top-ranked in research and grants successfully provide paid parental leave for more than one child, lending a window into possible policy adoption for FSU. For example, UF allows faculty to use paid parental leave for more than one child. If FSU hopes to keep pace with UF in terms of faculty excellence and innovative output from the university, this must be a high priority.

We need a clear understanding of how the UFF will protect us from the federal and state government.

Keep guns off campus. Need very careful and >forward thinking< response to mitigate effects of Trump executive orders.

inferior salary and inequity between administrators and faculty

Early retirement incentives for people in ORP none exist - Georgia State University has robust options included covering health insurance until 65

We should significantly reduce our union dues. They should be around \$30-\$40 per month. The low participation rate is likely due to the high dues. We charge too much.

When the mass firings arrive, maybe first to go should be the pampered profs who have ridiculously high salaries but almost no students or other responsibilities, because their deadweight is dragging us all down.

Library faculty are expected to hold QEP workshops for the benefit of the GSRC without compensation of any kind. Neither faculty librarians nor the library itself benefit-- the fruit of their labor accrues to the GSRC.

Specialized faculty (at least at senior rank) deserve the same performance bonuses as tenured/tenure track faculty.

Thank you for representing the faculty voice!

Promote collaboration with the administration; it seems like a more open approach would serve the Union better.

I've not seen the union try to tackle the parental leave policy, but covering more than one birth/adoption should really be a no-brainer for the university; most other universities cover more than one and it really undermines the university's claims to being family friendly. I really hope the union will consider working for this.

Specialized faculty are grossly Inverted when it comes to faculty salaries. I didn't prioritize that though (chose across the board cost of living at the inflation rate) add that because it is clear that "at fsu, TTF reign supreme" at FSU and specialized faculty are disposable and expendable. It would be great if the union could help in this space at FSU and help make improvement in the way fsu administrators talk down about specialized faculty, or don't understand them, and it's starting to cause lost of talent.

Keep up the good work.

Not at this time

Salary increases should have a way to include for advising/mentoring time.

No thanks for all you do on our behalf.

Preservation of academic freedom.

Across the board increases to base salary *now* are far more important to long-term overall compensation than negotiating about one time increases in the future (e.g. PTR, promotion, etc). Giving up a 1% COLA raise today is only fiscally sound if the bargaining team wins future one-time raises far larger than 1% in exchange.

fighting to protect academic freedom is the most important thing.

There is a growing presence of extremists in the student population. The union needs to address this as an issue of safety, especially for students, faculty and staff from vulnerable populations.

dismissals of faculty in arts & sciences departments in past year raises concerns about safety of FSU community (students, faculty, staff)

Administrative reaffirmations of the centrality of faculty governance

Obedying the governor's directives is not a reason for a added bonus.

Considering the proportion of specialized faculty and the desire to maintain their membership, it is important to raise bargaining priorities specifically related to their plight: add a define clearly promotion process, address salary compression/inversion/inequities across faculty I and faculty II positions, secure a minimum of 2 days remote/hybrid work each week (more flexibility given), improve faculty parking options/convert unused reserved spaces to faculty, and add HSA account options to benefits, etc.

Can the impact of the sudden termination of federal contracts that fund faculty be addressed?

Keeping up with the inflation is a priority concern, but also the growing threat on academic freedom (DEI among others) on campus, such as arbitrary changes in rules imposed by the Board of Governors.

Keep your focus on things that benefit everyone such as across-the-board raises rather than things that only benefit a small group (paid leave).

Try to address issues for faculty at the low end of the pay ladder!

FSU's one child policy is a disgrace. There are also massive salary inequities that need to be addressed.

If the university provided a secure off-campus lot for its 7000 dorm residents, faculty and everyone else would feel more welcome in the physical space. As it is, all messages about inclusion and appreciation are negated by the reality of how hard it is to get onto campus (a reasonable commuter option would be great too) and park anywhere near your building.

If the legislature does decide to allow students to carry guns on campus, I think faculty/staff safety must be addressed.

Cut the Dean's discretion on salary and other "gifts to the favored" to ZERO! That will make a statement on what has become discretionary abuse.

I did not receive the most recent bargaining raise because I started Jan 2024 and was told since I did not have an evaluation completed by April, I would not receive that pay increase. I think that cost of living is a little higher than that 2.8% and I think I should have received it whether I was evaluated or not. Now people coming in after I was hired are hired at that increased rate and I do not think that is equitable. I would like for increases to happen for all faculty not dependent on if they completed an evaluation or not. Now I will not get a pay increase until another bargaining negotiation is agreed on. And things are only getting more expensive. Thank you for all you do for the faculty!

Parking options on campus are atrocious, but I imagine this isn't a union thing.

Protections for academic integrity

Helping faculty who are foreigners needing immigration procedures

Across the board annual raises. that exceed the cost of living increases.

Clarification should be created regarding what is considered a course and what is not. Consisting having to mentor 4-6 thesis students without the course being considered as part of the AOR is stressful and unfair.

Keep fighting the good fight. Thank you!

Salary should be primary focus= across the board and market inequity

As teaching faculty, after reaching the highest rank there are no meaningful pay raises. I would like this to be addressed. It's as if I'm no longer valued for my work after earning the highest rank.

Favoritism needs to be addressed as well

Academic freedom is crucial. The workload required to adapt to evolving state guidelines is burdensome and antithetical to efficiency.

The criteria for merit pay should be clearer and more transparent. Peers may not always be fully aware of an employee's work effort, and relying solely on the Dean's assessment could lead to perceptions of unfairness or favoritism. On another topic, job security for returning faculty after maternity leave is crucial not only for individual welfare but also for fostering a supportive work environment. It might be beneficial to have specific policies or safeguards that ensure job safety and provide clear guidelines on the process for returning to work, ensuring those faculty members feel secure and valued throughout the transition.

Please focus on things that are tangible and recognizable to the wider university and public. Everyone understands that things are more expensive, so across the board raises to keep up with that seems very reasonable. Everyone wants to be able to take care of their families, so aggressively attacking FSU's parental leave policy as a 'One Child Policy' should be a no-brainer and something widely understood as a moral and public good. On the other side, no one cares about protecting tenure and post-tenure review except those are tenured. If the union makes this a priority over salary and parental leave, it will be demonstrating that it exists to protect the privileged lifestyle of the tenured rather than to benefit all faculty as they build and enrich their lives while building the university community.

Protecting DEIA research and funding.

Thanks to all for your hard work on our behalf.

Increased class sizes are a tremendous problem and massively increase the work load for faculty and TAs with no additional compensation. The increased class sizes also change the way

teaching occurs and make the experience less engaging for students. Classes for seniors in the major should not be just large lectures with multiple choice exams.

Please consider health insurance and continue to ensure we have the best options at the most reasonable costs. The costs of health, dental, & vision plans keep going up every year but the coverage within these plans does not go up.

There shouldn't be a number of children for whom the university will fund paid leave. I think it should be an amount of time (18 months total over one's career at FSU?) that can be divided according to the faculty member's needs.

Inequity in calculation of load between folks who have graduate student responsibilities vs. those who do not. Doctoral students require significant mentoring that is NEVER reflected in our load calculations. I'm tired of working for FREE!!!!

Paid parental leave for as many children as you birth or adopt. And eliminate the restriction that the leave cannot impact more than 1 semester of teaching. Ensure that faculty do not have added teaching the following semester to make up for the time when they were on leave.

Better protection from active shooters - we need training, locking classroom doors, etc.

Every year, the new assistant professors are offered a salary much higher than the existing assistant professors. Within 2-3 years, the wage difference approaches 10% (if not more). Unfortunately, not only are the newcomers no better than the existing assistant professors, but in most cases, they are unlikely to have the CVs of the existing assistant professors within the next five years of their careers. The current system doesn't target retaining successful faculty at all. As a result, successful people in the department are leaving.

Yes, It would be great to look at the comparison table of salaries for the same position in other universities which FSU is approaching to compete.

Thank you for the work you do!

More merit pay should not be automatically rejected by the Union. It could be a part of the solution to Compression and Inversion issues.

I would like to see more equitable teaching assignments. Class size and supervision of laboratories should be reflected.

College of engineering evaluations are essentially based only on research funding. I don't see how the current policy is consistent with the CBA. Regardless of AOR Percentages, lack of research funding limits maximum overall evaluation to meet expectations regardless of ratings in teaching, service or number/quality of publications.

Discount on University gym membership

The limited number of one semester (full pay) sabbaticals is ridiculous.

None

Would appreciate attention to salary gender inequity

Thank you for all that you do

4 day work week

These choices seem out of step at this particular time. Faculty need support as the federal government continues to threaten higher ed teaching and research. Maybe this is an opportunity to join the university in a concerted or coordinated effort to protect our shared values and goals. Just a thought.

Really the statement above should read "Expanding paid parental leave to cover every birth or adoption". Don't move for incremental change - if the leave policy is going to be fixed, fix it. Only a TINY number of other universities have policies that limit the number of births/adoptions supported by their paid leave policy. The provost knows this and has the data in hand to support it.

Also teaching faculty evaluations and readiness for promotion are too often subject to the varying subjective sentiments of supervisors, who may change. Even for tenured associate faculty, decisions about who is eligible for professional Dev/sabbatical leave and promotion to full are too often subjective and vary as T&P committees and chairs change. The success of our faculty is key to success at the university. And we cannot risk losing quality faculty at times like these because we do not work to retain them and offer clear and transparent actionable and surmountable feedback on how to progress and then reward achievement.

Deans are too often aloof and non communicative with their faculty. They too may need professional development if and when they do not have their faculty support, and they should be regularly evaluated by the faculty they serve, given the importance of their role in supporting chairs, departments, and successfully faculty hires. Man behind the curtain approaches to being dean are not a useful way forward, especially at times like these when open and transparent messaging and bidirectional listening and feedback is so valuable.

Keep guns off Campus

None

stop paying for parking after being an employee for 20 years

This is a scary, scary time. I would like to feel more supported (financially, professionally, and ethically) by the administration. Faculty have worked so hard--through the difficulties of the COVID-19 pandemic and everything else that's currently happening--to keep providing the best possible educational experience for our students. It has been very difficult to keep going in recent years because of the challenges of the pandemic, and now the horrifying things happening politically. I am not sure if the university recognizes or cares about all the hard work the faculty does. And, it is not at all clear to me if the university would support me and others if positions

start being eliminated. I have tenure, but I am especially concerned for my junior colleagues right now. Faculty are here at FSU because we believe in the value of university education, and we care about our students. But I and many others are feeling undervalued and unsupported by the university administration during this incredibly difficult time.

There should be no reason that FSU faculty consistently get lower across the board raises compared to UF. This has gone on long enough....

Balancing AORs to reflect large class sizes is the most important one for me.

Faculty governance is weak, and should be strengthened.

We have fallen behind during the great inflation run-up of recent years, it would be very nice to catch up to parity.

My chair is pressuring us to reduce teaching AOR and we junior faculty have little recourse. This must be a priority as this is apparently an initiative from our dean.

I understand that in the current political climate, there are a lot of unknown variables that are outside the control of the University. I think additional transparency of the current impact the administration is having on the University is critical. I know of cancelled grants that will impact grant dependent roles at FSU that aren't publicly discussed, but this hinders the urgency with which faculty can advocate for each other and themselves.

PARKING, I pay for a special non-FSU lot that costs \$1000 a year because there is never faculty parking near the College of Music, meanwhile there are always empty student reserved spaces(VRES) nearby - nobody wants to walk 15-20 mins from the stadium to get to work on the other side of campus.

Parking is still a major issue, but I understand the union is not able to bargain that.

Identify and retain the best!

Legislative and Regulatory Issues.

UFF-FSU and its affiliates engage the Florida Legislature and other authorities such as the Board of Governors to protect faculty rights and interests. Please share your opinion on the following issues.

8. In terms of doing my job well, recent Florida legislation or regulation has: *Mark only one.*
(558 responses in total)

- 0.7% Made it much easier
- 1.6% Made it somewhat easier
- 13.6% Had little or no effect
- 37.8% Made it somewhat harder
- 39.4% Made it much harder
- 6.8% Not sure or does not apply

9. Recent Florida legislation or regulation makes it easier to secure grants and other external funding. *Mark only one.* (556 responses in total)

- 0.7% Strongly agree
- 1.4% Agree
- 15.8% Neither agree nor disagree
- 20.0% Disagree
- 45.3% Strongly disagree
- 16.5% Does not apply

10. Recent Florida legislation or regulation makes it easier to teach my students what they should know. *Mark only one.* (556 responses in total)

- 1.8% Strongly agree
- 2.2% Agree
- 19.1% Neither agree nor disagree
- 24.3% Disagree
- 40.6% Strongly disagree
- 12.1% Does not apply

11. Recent Florida legislation or regulation makes it easier for me to conduct important research. *Mark only one.* (555 responses in total)

- 1.4% Strongly agree
- 2.0% Agree
- 21.6% Neither agree nor disagree
- 23.4% Disagree
- 37.7% Strongly disagree
- 13.9% Does not apply

12. Recent Florida legislation or regulation makes it easier to recruit top students and faculty. *Mark only one.* (555 responses in total)

- 1.8% Strongly agree
- 2.3% Agree
- 9.4% Neither agree nor disagree
- 15.1% Disagree
- 64.9% Strongly disagree
- 6.5% Does not apply

13. Recent Florida legislation or regulation makes it easier for me to provide useful service to Florida citizens or organizations. *Mark only one.* (554 responses in total)

- 1.0% Strongly agree
- 2.4% Agree
- 7.7% Neither agree nor disagree
- 25.6% Disagree
- 32.9% Strongly disagree
- 13.9% Does not apply

14. Recent Florida legislation or regulation on unions, curriculum, tenure, diversity, equity, or inclusion makes FSU a better university. *Mark only one.* (556 responses in total)

3.1% Strongly agree

3.1% Agree

7.7% Neither agree nor disagree

14.4% Disagree

70.5% Strongly disagree

1.3% Does not apply

15. Do you have any additional comments on legislative or regulatory issues? (93 responses in total)

No

no

The goal of the legislature is to kill academia, pure and simple. We can't manage to recruit top grad students anymore, because of censorship, fearmongering and the nonsensical laws crafted by ignorant lawmakers.

Noe at this time

I completely disagree with current UFF position, being so politically vocal. It is not considering the whole faculty body when the assumption is all body agree with political stances. I will still be a member but I am disappointed by how vocal leadership has become.

When I go to conferences, people stop to ask me if I'm "okay" teaching in Florida. Even though FSU was one of the top programs in my field, colleagues in other parts of the country were shocked I accepted a job in Florida. I obviously don't think the shock is justified, but it speaks to how the Florida legislature is rapidly deteriorating the reputation of the State University System.

Recent legislation has resulted in some faculty leaving and apprehension on the part of potential employees

Politics has no place in shaping higher ed curricular decisions; recent BOG actions (and BOT support of those actions) violate academic freedom of faculty AND students, who will be ill-prepared for the workplace. Without academic freedom, the mission of FSU is completely undermined and to recruit students to come and to take their tuition dollars becomes a scam.

New College and De Santis want to take over The Ringling - does the university and the Faculty union care about the potential fate of faculty at the museum in Sarasota? I feel like a number in a huge system. And I don't feel valued.

I wish i could leave and find a better work opportunity. FSU accepting all the legislative and regulatory policies without any resistance is concerning and that's a mild way to put it.

The current issues are alarming.

If there were an option stronger than "Strongly Disagree," I would have chosen it.

As a professor, I have robust training on methods to help students understand multiple viewpoints on issues that have been contentious in my field. However, recent Florida legislature has attempted to undermine my expertise through governmental overreach in the classroom. Additionally, my goal as a teacher is to always make sure that each student is welcomed and valued in our educational environment, and recent Florida legislature around diversity and inclusion has challenged this goal. Students that I work with report that they do not feel safe or supported living and working in the state of Florida, and their lack of safety presents a significant challenge in creating a strong learning environment.

Restrictions on hiring students from countries of concern will eventually sink the whole public university system of Florida.

Current climate of federal executive branch actions has dwarfed impact of FL legislation

Current immigration policy and cuts to Federal research funding (implicitly supported by the Republican legislature) will prevent FSU from being a world-class university.

Florida legislation does not make the state an attractive place to work in higher education.

I am very concerned about the governor of Florida following the lead of other conservative governors and ending remote work allowances for state employees that would affect FSU. I am a fully remote worker in a different state, and I would be forced to find employment elsewhere.

Florida's educational regulation coupled with the complete lack of regulation on AI is going to destroy the university.

N/A

The legislature and Gov. DeSantis are making our public universities increasingly untenable as places to conduct research and to teach freely.

"countries of concern" legislation is a disaster for procuring resources to study those countries

Fuck DeSantis. Fuck Trump. Fuck Musk. Fuck the kleptocracy.

I find myself changing even the most benign of examples while teaching, for fear of reprisal

Thank you for representing the faculty voice!

We are going to see continued "brain drain" and the dumbing down of Florida due to the current legislative priorities. But that's exactly what they want. The uneducated are easier to control.

Federal changes are having even more impact currently than state changes.

What a joke it is that FSU calls itself "Unconquered" and yet we're being told what we can and cannot teach/research/fund

n/a

There will be long term damage based on the current legislative and regulatory on making the university better

The current attacks on public education in this state is unbelievable. It makes me want to leave the profession.

I have heard from many people that they will not go to graduate school or apply to job in Florida because of our archaic laws. People do not feel that Florida is a safe place to be.

Recent legislation is an attack on higher education, faculty, and the students we serve. Our jobs have become increasingly challenging and the current political climate is having a direct impact on the entire university community, regardless of one's political beliefs or party affiliation. We have open positions and we have been told by potential candidates that they are not willing to come to Florida given the political climate here.

The treatment of citizens of Foreign Countries of Concern has dealt a devastating blow to my ability to recruit graduate students and postdoctoral scholars for little tangible benefit. Those people are already subject to intense scrutiny as part of the US visa application process--it is redundant for Florida to attempt to repeat USCIS's work. It's the recent regulation/law I most wish to roll back.

Not at this time

I hope that the BOG and BOT might together communicate to the governor how costly a number of legislative changes will be -- in reputation, if not in fiscal resources (though changes to higher ed can and may well start to tank the economy).

These concerns have finally gotten me to consider leaving the university, even though I love FSU and had planned to stay here my entire career.

We cannot recruit talented people here, as Florida is viewed as a redneck backwater. This includes people from the northeast, northwest, west coast, Canada, and a good part of Europe. This is both students and employees.

The changes in the past years makes increasingly impossible to recruit good students and postdoctoral fellows, many of which are often international applicants.

There are concerning legislative changes. Please focus on the ones that matter the most and accept that some are not worth dying on a hill for.

The legislature needs to better appreciate and reward the engine that helps to drive the economy by preparing skilled workers and by developing the STEM innovations that help keep us ahead of other nations instead of making it harder to develop such innovations.

It is impossible to recruit or retain quality faculty and graduate students in Florida.

Nothing the legislature has done improves working conditions or the teaching and development of student minds.

It's telling that the legislature is going after DEI and not unfair (even if well intended) DEI-related practices. Diversity is still a good thing, isn't it?

These conditions are unbearable

n0

the 60% union requirement is pure union busting 51% is a majority

this feels like a very one-sided survey

Please focus your efforts on legislation that affects curriculum as it affects the widest audience within the university community. There are zero people outside of the tenured who have sympathy for combatting post-tenure review. If the goal of legislation is to make the professoriate seem entitled and out of touch to the wider public, focusing union efforts on combatting post-tenure review achieves that goal. We need to respond to legislation with an explanation of how it affects students, parents, and Florida citizens.

Anticipatory obedience among FSU administrators is extremely concerning regarding the protection of academic freedom and DEIA research.

Very concerned about proposed transfer of The Ringling to New College of Florida.

Ongoing changes have been long overdue.

I am not sure what happens behind closed doors, but I am so disappointed in university leadership's failure to publicly articulate the positive value of diversity, equity, and inclusion, and of research in the humanities and social sciences that promotes DEI. I am left wondering whether the university values my work and whether the university will defend my intellectual freedom as well as my ability to educate my students in a manner that follows the research rather than the prevailing political winds. Our students have these same worries and I believe the institution has a duty to speak up in their defense, protecting their right to an inclusive and equitable education.

Just that it's apocalyptic.

It is interesting how some things are trends, but people feel they should be constant pillars in our daily lives.

PTR is a breach of contract.

Protections for faculty and staff whose teaching research and service are associated with DEI and other areas that help the university with student success and enhanced performance (including timely graduation, mentoring, achievement, postdoc and faculty hiring, mentoring junior faculty, etc). Too few faculty are skilled at these tasks and the stress and harm faced by those who do make extra efforts to support the university and its mission with such work are feeling multiple kinds of challenge right now.

We need our Deans, Senior Leaders, and Trustees to better communicate to stakeholders what we do, rather than taking actions which can harm programs and student success by being insufficiently engaged with what these debates and terms do and don't mean. It's an incredibly hard time to be chair, and deans need to better support their chairs and faculty. Also, regular faculty would benefit from understanding better the range of challenges and potential contributions our academic leaders are engaged in that can bolster reputations, programs, and the quality of FSU as a site for teaching and learning and research.

Restricting students from "countries of concern" is destructive to FSU's ranking as a research university

None

Many of the new hires in my department, including me, are looking for positions outside of Florida because of the legislation. It is a shame, but once I have another offer, I will leave.

how do we support international students and their desire to stay in the US with a job?

I am considering applying for other jobs next year because of what is happening politically right now. I would be very sad to leave FSU, but the current situation here is incredibly stressful, and I do not feel supported or valued by the university.

We need to spend less time focusing on this and focus on raises.

Only PTR really affects us in Engineering in a negative manner. DEI changes have somewhat improved the local situation, but minimally.

I think different sectors of this nation make judgements on sectors about which they have little or no knowledge and this is driving all sorts of destructive measures by state and federal legislators. Culture wars on both sides are wreaking havoc.

Higher education, especially in Florida, has become an unpleasant profession. Fortunately, I'm productive and marketable and have options to leave.

NA

morale/intellectual crisis needs direct and immediate support from institution

The Florida legislative decisions were unhelpful and limiting, but I have not had the bandwidth to think about them in the midst of the recent national policies.

FSU bans students from 7 countries. This should be stated on the FSU Grad School information site so these students do not spend their money to apply to FSU when it is essentially impossible for them to be admitted. Application fees coming into the Grad School should not be viewed as a revenue source.

I would like to see advocacy for keeping faculty at The Ringling in Sarasota safe and FSU advocacy to keep The Ringling campus under the stewardship of FSU and not move to New College of Florida.

The 'country of concern' legislation has posed tremendous obstacles for research and grad student recruitment.

I fail to see how cancelling classes and busting the union makes FSU a better place.

Keep the legislature out of the classroom and teaching decisions!

Looking at other campuses in the state, we have been lucky so far!

Recent legislation has created a backlash against the state of Florida, both nationally and internationally.

the legislature seems like they want to actively make our life more difficult, and it keeps me up at night

It's important to make the case to the general public. Many Floridians don't know much about how universities work, so it's easy for them to be misled by malevolent bunkum. We have to make our case better. Ads featuring charismatic, high-achieving, and relatable professors and students perhaps?

Do Not Kill University Shared-Governance, Academic Freedom, and Free-Speech.

PTR has made faculty recruiting for top talent near impossible. Tenure no longer exists in Florida

The questions above specifically refer to Florida legislation/regulations; federal legislation and regulations affect these as well

General Survey Questions

16. Generally speaking, I'm satisfied with the way things are going at FSU. *Mark only one.* (559 responses in total)

- 3.4% Strongly agree
- 27.9% Agree
- 32.0% Neutral
- 28.8% Disagree
- 7.9% Strongly disagree

17. Faculty morale is high at FSU. *Mark only one.* (559 responses in total)

- 13.8% Strongly agree
- 15.4% Agree
- 27.7% Neutral
- 41.1% Disagree
- 13.8% Strongly disagree

18. The FSU Administration is doing a good job in dealing with health issues arising from the condition and environment of campus buildings. *Mark only one.*

- 2.9% Strongly agree
- 20.8% Agree
- 30.5% Neutral
- 14.5% Disagree
- 5.2% Strongly disagree
- 26.0% Not sure

19. The FSU administration advocates for faculty rights to our trustees, the Board of Governors, and the Florida Legislature. *Mark only one.* (552 responses in total)

- 4.7% Strongly agree
- 22.1% Agree
- 41.3% Neutral
- 24.3% Disagree
- 7.6% Strongly disagree

20. Faculty and staff parking is satisfactory at FSU. *Mark only one.* (556 responses in total)

- 4.3% Strongly agree
- 19.4% Agree
- 23.4% Neutral
- 28.8% Disagree
- 24.1% Strongly disagree

21. The university administration works effectively with departments/units to encourage and retain productive scholars. *Mark only one.* (556 responses in total)

- 3.4% Strongly agree
- 26.8% Agree
- 40.1% Neutral
- 22.3% Disagree
- 7.4% Strongly disagree

Administrator Evaluations

22. President Rick McCullough's performance has been: *Mark only one.* (549 responses in total)

- 10.7% Outstanding
- 38.8% Good
- 22.6% Fair
- 5.6% Poor
- 2.4% Unacceptable
- 19.9% Not sure

23. Provost Jim Clark's job performance has been: *Mark only one.* (549 responses in total)

- 14.4% Outstanding
- 31.9% Good
- 17.3% Fair
- 6.2% Poor
- 2.2% Unacceptable
- 28.1% Not sure

24. Vice President for Faculty Development and Advancement Janet Kistner's job performance has been: *Mark only one.* (544 responses in total)

- 18.0% Outstanding
- 32.0% Good
- 15.6% Fair
- 4.8% Poor
- 2.6% Unacceptable
- 27.0% Not sure

25. Vice-President for Research Stacey Patterson's job performance has been: *Mark only one.* (547 responses in total)

- 12.8% Outstanding
- 30.0% Good
- 14.3% Fair
- 4.4% Poor
- 2.6% Unacceptable
- 36.0% Not sure

26. My dean's/director's performance has been: *Mark only one.* (553 responses in total)
25.7% Outstanding
40.3% Good
18.4% Fair
6.7% Poor
3.3% Unacceptable
5.6% Not sure

27. My department chair's or immediate supervisor's performance has been: *Mark only one.* (547 responses in total)
40.6% Outstanding
32.9% Good
12.1% Fair
6.0% Poor
4.8% Unacceptable
3.7% Not sure

Professional Work Climate and General Information

28. All things considered, the working or professional climate for faculty in my College/Unit is positive. *Mark only one.* (554 responses in total)
12.1% Strongly agree
42.6% Agree
22.6% Neutral
17.9% Disagree
4.9% Strongly disagree

29. All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive. *Mark only one.* (555 responses in total)
17.8% Strongly agree
40.9% Agree
16.0% Neutral
14.6% Disagree
12.1% Strongly disagree
2.0% Not applicable

30. How concerned are you about the possibility of the erosion of academic freedom at FSU? *Mark only one.* (557 responses in total)
60.9% Very concerned
20.8% Moderately concerned
10.8% A little concerned
5.9% Not at all concerned
1.6% Not sure

31. How concerned are your colleagues about the possibility of the erosion of academic freedom at FSU? *Mark only one.* (557 responses in total)

- 53.3% Very concerned
- 22.6% Moderately concerned
- 8.8% A little concerned
- 1.8% Not at all concerned
- 13.5% Not sure

32. Merit assessment procedures in my department/unit are fair. *Mark only one.* (552 responses in total)

- 12.1% Strongly agree
- 45.8% Agree
- 26.8% Neutral
- 11.2% Disagree
- 4.0% Strongly disagree

33. If you are going through Post-Tenure Review (PTR) this academic year, was your overall rating from your dean consistent with the ratings you have received on your annual performance evaluations over the past five years? *Mark only one.* (549 responses in total)

- 0.0% No, my PTR rating was higher than my annual evaluation ratings
- 3.1% Yes, my PTR rating was consistent with my annual evaluation ratings
- 0.5% No, my PTR rating was lower than my annual evaluation ratings
- 5.3% Not sure
- 91.1% Does not apply

34. Post-Tenure Review (PTR) ratings should be consistent with one's past five annual performance ratings. *Mark only one.* (540 responses in total)

- 37.4% Strongly agree
- 35.7% Agree
- 24.8% Neither agree nor disagree
- 0.0% Disagree
- 1.9% Strongly disagree

35. Did you actively seek alternative (non-FSU) employment during the 2024-2025 academic year? *Mark only one.* (541 responses in total)

- 22.2% Yes
- 77.8% No

36. Do you plan to actively seek alternative (non-FSU) employment during the 2025-2026 academic year? *Mark only one.* (549 responses in total)

- 26.2% Yes
- 40.6% No
- 33.2% Not sure

37. What is your position classification? *Mark only one.* (533 responses in total)

- 24.2% Professor
- 20.1% Associate Professor
- 13.9% Assistant Professor
- 0.4% Eminent Scholar
- 2.4% University Librarian
- 1.1% Associate University Librarian
- 1.7% Assistant University Librarian
- 6.0% Teaching Faculty I
- 6.2% Teaching Faculty II
- 5.8% Teaching Faculty III
- 3.2% Instructional Specialist I
- 0.6% Instructional Specialist II
- 0.8% Instructional Specialist III
- 1.5% Research Faculty I
- 1.9% Research Faculty II
- 3.2% Research Faculty III
- 0.0% Specialist, Computer Research
- 0.2% Specialist, Music
- 0.0% Childcare Specialist
- 0.0% Curator
- 0.6% Associate Curator
- 0.0% Assistant Curator
- 1.7% Senior Research Associate
- 1.5% Associate in Research
- 1.7% Assistant in Research
- 0.0% University School Instructor
- 0.0% University School Assistant Professor
- 0.0% University School Associate Professor
- 0.0% University School Professor
- 1.5% Other

38. My assigned duties involve: *Mark only one.* (552 responses in total)

- 21.6% Mostly research
- 24.1% Mostly teaching
- 10.9% Mostly service
- 32.4% About an even balance of teaching and research, with some service
- 10.5% A diverse combination with no area dominant
- 0.5% Not sure

39. Are you in a tenured or tenure-earning position? *Mark only one.* (552 responses in total)

- 59.1% Yes
- 40.0% No
- 0.9% Not sure

40. Which of the following best describes your normal annual appointment? *Mark only one.*
 (550 responses in total)
 66.7% 9-month contract
 32.0% 12-month contract
 0.7% Other
 0.5% Not sure

41. What Department/Unit do you consider your primary appointment?
 Please note that for non-departmentalized colleges/units, this may be
 the college/unit. *Mark only one.* (484 responses in total)

1.4% Accounting
 0.0% Advanced Power Systems (Ctr for)
 0.6% Anthropology
 1.9% Art
 1.4% Art Education
 0.8% Art History
 0.4% Askew School of Public Administration and Policy
 3.1% Biological Science
 0.4% Business Analytics, Information Systems and Supply Chain
 0.8% Chemical and Biomedical Engineering
 1.4% Chemistry and Biochemistry
 0.0% Civil and Environmental Engineering
 1.0% Classics
 2.9% Communication
 0.6% Communication Science & Disorders
 1.4% Computer Science
 1.0% Criminology and Criminal Justice (all areas)
 0.6% Dance
 0.4% Dedman College of Hospitality
 0.0% Distance Learning
 1.9% Earth, Ocean, and Atmospheric Science
 1.4% Economics
 2.5% Educational Leadership and Policy Studies
 2.3% Educational Psychology and Learning Systems
 0.8% Electrical and Computer Engineering
 0.0% Emergency Management and Homeland Security
 2.1% English
 0.4% Human Development & Family Science
 0.8% Finance
 0.0% FSUS (all areas)
 0.6% Geography
 2.9% History
 0.6% Industrial and Manufacturing Engineering
 1.7% Information
 0.4% Institute of Science and Public Affairs
 0.2% Intensive English Studies (Center for)
 0.4% Interior Design

0.4% Jim Moran College of Entrepreneurship
0.0% Jim Moran Institute
1.2% Learning Systems Institute
5.0% Magnet Lab (NHMFL)
0.8% Management
0.8% Marketing
1.9% Mathematics
0.8% Mechanical Engineering
3.1% Modern Languages and Linguistics
0.4% Molecular Biophysics
1.2% Motion Picture Arts (Film)
6.4% Music (all areas)
0.8% National High Magnetic Field Lab
2.3% Nursing (all areas)
0.8% Nutrition & Integrative Physiology
0.0% Ocean & Atmospheric Prediction (Ctr)
0.0% Office of Distance Learning
0.6% Panama City (all areas)
0.4% Philosophy
1.9% Physics
1.2% Political Science
0.0% Prevention and Early Intervention (Ctr for)
2.1% Psychology
0.8% Public Administration
0.4% Reading Research (Center for)
1.4% Religion
0.0% Risk Management/Insurance, Real Estate and Legal Studies
0.8% Scientific Computing
1.9% Social Work
2.1% Sociology
0.6% Sport Management
0.6% Statistics
2.9% Teacher Education
1.2% Theatre
2.9% Undergraduate Studies
5.2% University Libraries
1.2% Urban and Regional Planning
6.0% Other

42. Please rate your feelings toward the UFF-FSU Chapter: *Mark only one.*(552 responses in total)

49.1% Very positive

20.9% Somewhat positive

10.7% Neutral

6.5% Somewhat negative

1.1% Very negative

2.7% Not sure

43. Has an FSU colleague ever asked you to join the United Faculty of Florida (UFF)? *Mark only one.* (554 responses in total)

50.4% Yes

5.2% No

1.4% Not sure

43.0% I am already a member

44. Do you have any comments on anything else that concerns you as an FSU faculty member? (102 responses in total)

No

No

The only two reasons I stay here: students, especially grads + our union. Besides, we are overworked, nothing is made to make up for the work increase since Covid and we are suffocated by repetitious administrative tasks (PTR is a shame).

Noe at this time

I am very concerned about the politicization of education. Politicians are appointed presidents of universities, the Board of Trustees and Board of Governors are mostly political appointments, politicians are getting far too involved in curricular issues and research and deciding which majors are somehow worthy of support... it just goes on and on. I realize there some people on the left who may unnecessarily politicize education, but they are dwarfed by the right. No matter who's doing it, this is a very bad idea.

I don't feel like FSU truly cares about my role and the area of my curatorial purview at The Ringling Center for the Arts. I work very hard and make many important contributions, yet the so-called manager I report to and higher-ups/senior staff are not supportive of my work. I am lied to, I have malicious colleagues who act like bullies, I am not given the funds needed to do my job, and I am not given the support staff to do my job that I have requested for over 5 years. I do the work of multiple staff jobs and don't get the recognition for my dedication and going above and beyond at work nor do I get the institutional support by the director and chief curator. They don't care about the well-being of staff, and they do not listen and try to find solutions to improve low morale. I've given a tour to FSU Foundation Board Members, and they are not invested in The Ringling. If FSU is proud to have the 25-year-long oversight and association with the museum, then why don't faculty at FSU make an effort to collaborate on a wider scale and invite

us to speak to students at the Tallahassee campus? Why is there a huge disconnect? Why is FSU not doing more to keep the Ringling?

We need a new main library building. Strozier has constant facilities issues, including repeated major leaks. Faculty and staff have been asked to pack up their offices and move out and back in multiple times in the last few years. It's already not a big enough space to accommodate our growing student body's research and learning space needs and the physical collections are constantly in flux in terms of space and storage. Most of our special collections and archives are stored out of town due to these circumstances. It is not a long term, sustainable building option for such a R1 research repository and in its current state cannot support FSU in its pursuit of AAU status.

Concerned about how the federal executive orders will impact the Dept of Education and how that will impact all that we do, especially research funding for folks in the arts

Thank you for the good fight.

I am more concerned about changes that might come rather than anything I currently experience.

It would be nice to see some attention/concern for issues applying to those of us who aren't in tenure-track jobs.

The next few years will be very important for the survival of the university, research, and our jobs. I hope we can rise to the challenge, but I am already exhausted.

Thank you for everything you do to support faculty

Your questions have answers that would not make this anonymous.

I think the UFF chapter has taken an unnecessarily adversarial approach toward the FSU administration, who is generally doing a good job supporting faculty and the university's mission, under the current circumstances.

I am begging the leadership and administration - give us more guidance and protection for how in the world to continue doing our jobs with any kind of academic freedom in this current federal political climate. It is a confusing nightmare and I feel that I am daily having to compromise my beliefs, training, and values just to protect my staff and my own job.

The impacts of cuts in Federal research funding could be devastating to research faculty and the whole scientific research enterprise at FSU. UFF and the administration need to work together on this issue - there is much common ground.

I'm really concerned that the university is not doing enough to reassure our students that they are protected. This has to do with their political speech, with their immigration status, and with their belonging to various protected categories. Of course legislation and political rhetoric has targeted them, but if the administration does not do everything within its power to put them first, it is doing the wrong thing and preventing us from doing our jobs with the students. Administrators

set a tone when they say nothing, for instance about deportation threats and tuition increases for undocumented students, or when they punish student protestors using unsatisfying pretexts. I understand that the administration believes itself to be protecting the institution's best interests, but on a basic level we have an even greater duty to the young people in our care.

This is not an "erosion" of freedom in the present tense. The freedom has eroded, it is gone. Witness the gutted gen ed curriculum and the unconstitutional infringements on free speech.

N/A

Don't let the bastards grind you down.

I prefer a membership fee structure that doesn't require direct access to my bank account. I'd also feel more comfortable with an alternative to automatic withdrawals from my salary.

Space allocation is a disaster. The administration does NOT respond to requests and offers ZERO feedback or insights on pending moves. Meanwhile, entire floors in University Center remain unused for years despite detailed, proposed uses. The lack of information and lack of transparency about the process for space allocation is demoralizing and does not encourage innovation or programmatic growth. Meanwhile, Athletics has taken School of Communication space in UCD repeatedly, suffering no consequences and bearing NONE of the replacement costs - including removing a TV studio that was built for student access and training. All requests to address space and the aggression of athletics has been met with silence and inaction. Effective programs cannot continue under these conditions.

Lower dues Set amounts at 3 Levels Pro/AssoP/AsstP

Parking has become a big concern. Faculty spots are being taken away, which means that faculty must drive around for upwards of 20 to 30 minutes at time to find parking. We are also being ticketed for illegal parking when we are illegally parking because they took away our parking spots. How are we expected to do our jobs when we cannot access them without parking. This is especially true for faculty for whom there is no public transportation options where we live.

Not at this time

Our president, provost, and vp of faculty are hard working. No complaints. I get it and I know they have to manage negotiations like crazy. But that's not a good strategy for the long-term, and yet we are infantilized by not being explicitly called upon to work with the administration. (Often, we're being told to shut up.) Don't know much about this, but perceive that the people who really run the university are our legal counsel, but they cannot predict the future or even influence public opinion. However, faculty can (and do) influence public opinion. Yet we're sorely under-utilized by our own administration. We're on the same team! I wonder -- if it were suddenly mandated that the state re-institute Jim Crow laws, or mandate that the university can no longer hire women, would they tell us "this is just where we're at"? And ask us to find work-arounds? At some point, enough has to be enough, and the one way they disappoint me -- again, while I'm sure they are working between rock and hard place -- is that they are unwilling to see that they're only succeeding in working below the law. I've never before worked at a public

university where "law" has been the only and supreme being to which the whole administration (and, by trickle-down effect, the whole campus) acquiesces. Where the principal survival strategy is to just not get in trouble with the law. Everyone simply strives not to break the law, forgetting that they can and should be employing all their imagination, creativity, and resources to influence the law. Most of us aren't naive to think that we don't know who pays our salaries, but that doesn't have to dictate how we conduct the work. I wonder if our administration lacks imagination or experience in other places that have had to take a strong stand against public funders and legislative bullying? Whenever I'm asked to "pivot" or "be resilient" in order to shift my research and teaching toward fulfilling FSU's public mission in this new age, I have to ask what value there is in upholding a public mission that is so racist, homophobic, and ethnophobic? How is that anything near a "public mission"? If anything, administration and faculty should be banding together to make a large and strong force in speaking back to these regulations that are clearly inhumane. Seems some in our administration are okay with the fact that it will soon be just-short-of-illegal (but, oh, not quite yet!) to be ethnic or trans or Arab or (fill in the blank with the ever-expanding list of identifications). And someday, again, to be a woman or to be Black. What will they say to us then?

Go UFF-FSU! You're the last front of defense!

If, in 2025, UFF-FSU devotes time, energy or political capital to parking, I am going to lose my mind (and cancel my membership)

Parking has gotten worse every year I've been here since 2018, but it has been especially bad in 2024-25 AY. It is a huge deterrent for me coming to campus. I work from home as much as possible because the parking is so bad. I have a nice campus office and I would like to work there more often if I didn't have to arrive by 8am to get a parking spot.

I get that the union is trying, but it needs to take a less left of center approach, and instead seek a more centrist political stance. Conservative and moderate colleagues don't feel welcomed in the union.

The use of supportive words but no action to back it up, nor any accountability.

There are gross inequities of salaries for people in specialized faculty positions who have the appropriate credentials (terminal degree), years of experience, and high-merit annual evaluations.

Loss of infrastructure due to federal cuts from NIH and funding.

Losing my position due to the REL Southeast contract getting terminated and finding out I only have 30 days from the contract termination date since I was here less than 5 years. No clarity on if I am eligible to get leave paid out, what salary I will still receive...nothing. Devastating.

I indicated that morale is relatively good -- our department and college are filled with people who generally get along and support each other, so I agree. HOWEVER, many of us are very concerned about threats to academic freedom and threats to effectively pursuing our research given the political climate in Florida specifically and the US generally. Reasons for job searching are entirely tied to leaving the state of FL, not to leaving my job at FSU.

DEI must DIE. So glad that we are finally moving in this direction, but discouraged that some faculty are trying to undermine this good change.

ITS trying to centralize all IT related employees, including research faculty, is detrimental to both research and morale. ITS has no institutional knowledge of research, how it is conducted, or how to effectively support it. This is ten-fold more true in research areas utilizing specialized instrumentation. They should not be able to pull faculty out of their home units and make them ITS employees.

Various groups of faculty (e.g., retired faculty, faculty who recently left FSU, leaders in other units) have characterized the dean of the College of Education, Health, and Human Sciences as untrustworthy. He will gladhand with the best of them and doesn't even flinch when being dishonest. His career trajectory at FSU will be interesting to follow.

The president has been notably, painfully, and persistently silent on the challenges that the university currently faces. No direct reassurance to the faculty; no direct show of support to units most negatively affected by recent BOG antics. Are we in this together? I have no idea. The Office of the President needs to ask itself WWJD -- What Would John (Thrasher) Do?

Stacey Patterson is not doing her job well. She has engaged in discriminatory practices and has threatened faculty. She is a hinderance for both getting grants and managing grants.

PLEASE advocate for doing something about the parking situation

Thank you to the union. You rock!!

I'm concerned that the university's decision not to fund graduate student travel to present research at professional conferences if their presentation titles include words like "activism" and "LGBT" is a blatant first step towards shutting down social science research in the SUS.

The administration should admit that TENURE is dead and stop using the term altogether. Anything else is reality denial.

I do not recall being asked to join the union when I started a year ago, but I will be joining this week. Additionally, I am having difficulty locating my signed contract—though I acknowledge that may be an oversight on my part.

I have previously expressed my concern regarding not receiving a pay increase this October/November. As I reflect on my first year, I do have some concerns about equity among my colleagues. While I recognize that leadership may be managing certain matters behind the scenes, I often feel that some coworkers are not held to the same high expectations or standards as I am.

I have made efforts to meet with leadership to discuss my strengths and areas for improvement, particularly in light of these inconsistencies. However, our discussions primarily focused on what I needed to correct. When I implemented the suggested improvements, yet others did not, I continued to receive corrections while my coworkers remained unaffected. Additionally, I have observed that those who contribute less are still given opportunities to present, participate in special work groups, or attend conferences.

This has led me to feel that my hard work is not being acknowledged or rewarded with similar opportunities. I did attempt to ask leadership for any guidance on how I might better position myself for such professional development and recognition moving forward and I was not given a clear answer.

I am excited to join the UFF-FSU and look forward to all the amazing things that this organization will make happen!

the legislature does not listen to faculty; complaints should come from presidents of all Florida state universities

Please don't walk into faculty offices and ask why their chair whose office next door, isn't a member, especially when both doors are open. This is a sensitive topic in our unit, and the interaction was pushy and frankly, unprofessional.

Thank you for advocating on our behalf in a political time when our job is threatened.

Thanks for the great work on our behalf.

lack of job security and support for specialized faculty who depend on external funding

As stated above, very concerned about proposed transfer of The Ringling to NCF.

One percent of salary to join the union is too high. You would increase membership with a flat, and reasonable fee.

The dues for UFF are much too high and are limiting which of my colleagues will join. Could you do a set amount for the year (e.g., \$500) rather than taking money out of each paycheck? 1% is hefty for some faculty members.

I'm concerned about the possibility of hiring freezes, wage freezes (no raises), and reduction in our PD or other funds given the government grant funding cuts and other directives that may come out of the Trump administration. I appreciate that we have a strong UFF-FSU chapter protecting the interests of faculty on campus, especially in turbulent times such as these.

FSU upper admin support for faculty ideas and innovation has been very poor. I've never had this concern before, though I've heard other faculty talk about a history of faculty ideas being crushed. Now that I've had personal experience with it, I agree this is a serious concern.

I'm extremely concerned about the White House's education policies and I wish our leaders would speak out

Union dues should be reduced by 80%. I would like to know how those union dues are spent, but I don't know how to find that information. Please be more transparent and forthcoming.

I think faculty in the UFF get too political at times. We can protect our interests, but leave politics out of it.

Specialized Faculty not treated as peers in my unit.

Predominance of men in leadership positions; lack of attention to gender equity in salary distribution and service assignments

Transparent multidirectional evaluations are essential to our sunshine state accountability culture and it cannot be just that faculty are evaluated- chairs and deans should also be evaluated and professional development and/or probationary pathways to enhance their performance can be a part of the process given their outsized effect on unit faculty morale and effectiveness. The DEI reporting process posted 2/27 for reporting on DEI as a measure of discrimination is going to be a big problem. We don't need McCarthyism. We need protection from this high possibility of fraudulent and disingenuous reporting and slander that can hurt our community.

The FSU community and UFF is utterly asleep to the radical, destructive changes that are occurring in Federal (and now State) government! Strong, vociferous, but >>very carefully calibrated<< opposition is required. The opposition must strenuously avoid rightfully controversial issues such as Trans, DEI and excessive multiculturalism which DO NOT HAVE GENERAL SUPPORT and which have FUELED the current dire situation! The focus must be on solid issues such as arbitrary cuts to scientific and medical funding, chaos in the federal government, and the inhibition of the supply of exceptional foreign talent from "countries of concern" and now the US's traditional allies. Please, please get to work!

None

I wish the UFF-FSU didn't have to be so political. I've been asked to join repeatedly, but there's no point as a conservative to join a union that is so overtly political and hostile to any views I might hold. I have a strong feeling there are many conservative faculty members, and know of quite a few, who feel exactly the same way, which may be one of the reasons the union is struggling to meet its numbers. If the union continues to come across as hostile to conservative viewpoints, this is unlikely to change.

Thank you for watching our back

Thanks to UFF for all you do during these difficult times. You are a beam of light in an oppressive and frightening historical moment.

Significant raises, AOR to account for high student numbers

My main concerns with UFF-FSU is that the dues are way too high and that there is a history of supporting and making it difficult for the university to expel bad actors who really should be fired. There should be more discrimination in when to take up and defend faculty who deserve consequences for their actions (e.g., pattern of sexual harassment, overtly "coasting" upon receiving tenure and not pulling their weight within their department).

Specialized Faculty are not seen as or treated as peers in my department, from my recent experiences. This is concerning to me, especially since I've been faculty in the department longer than the vast MAJORITY of my fellow faculty members.

I am afraid that our legislature is going to ruin post-secondary education in this state. And I am a conservative.

Make uff membership less costly.

NA

I want to express regret for not being a member of the union. I am in my third year as a faculty member at FSU and my personal financial situation is very tight. My family and I are operating on a financial deficit right now and are changing our living situation to remedy the issue, but I wanted to anonymously express my support for your efforts.

The UFF dues are too high

Will UFF at FSU be dissolved for shortfall of membership?

Faculty parking has become truly impossible. We see VIP student parking spots encroaching upon ours. University should not prioritize money making this way. Many of us have care responsibilities that restrict how EARLY we can get to campus to find parking. Once we are here on campus we can't leave for fear of not able to park again.

If NSF and NIH experience massive cuts, on top of a low cap on indirect costs, its hard not to think that a large number of faculty will be laid off.

I wonder if it's time to lower dues to encourage more people to join the UFF? I spoke with a colleague at another institution and they pay .8%, maybe 1% is scaring some people off. Their institution has 90% membership - we are struggling to reach 60...

I was recently hired at the College of Engineering as specialized faculty. I chose FSU because the contract was excellent. I want to maintain that contract (with COLA salary increases) as my main priority.

I haven't heard anything from my Dean about my PTR rating. Should I have heard by now?

Desantis plans for DOGE are the only reason I'm planning to go on the job market. No job security here anymore. Need Union more than ever

Concerned that our President and/or other FSU leadership will be replaced by the governor like what has happened at New College and FIU. Same concern regarding the BOG and BOT.

The dean PTR report is not yet complete.

Agency cuts mean no summer salary for MANY on campus. What ca. we do? Just telling faculty to "pivot," is unacceptable and unrealistic.

Just a note that I indicated "not sure" for several questions because I am a new faculty member and am still assessing/evaluating the performance of my department/college/university.

The rights of our students (free speech, etc).

AI, AI, AI. It is an existential threat to all employment, and if we don't embed strong job security for humans to remain the primary means of education and research, we will be displaced from our workplace.

The university continues to focus on reducing costs rather than increasing investments, both in infrastructure and faculty. Many buildings in neglect/disrepair and many faculty feel no allegiance to FSU.

I think the Union is doing a great job!

I appreciate the work that our union does for us.

The recent funding situations and stability of tenure-track faculty, potential cut among faculty.

45. Are you a dues-paying member of the UFF? *Mark only one.* (512 responses in total)

80.7% Yes

18.2% No (skip to submit step)

1.2% Maybe (not sure)

Thanks again!

Please click the SUBMIT button to enter your responses.