



**United Faculty
of Florida FSU**

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UFF-FSU Faculty Poll Results with Comments, Spring, 2026

Q1. Please indicate your primary College/Unit. Mark only one. N=437 (437 valid responses in total)

- 0.0% Advanced Power Systems (Center for)
- 31.1% Arts & Sciences
- 6.9% Herbert Wertheim College of Business
- 0.2% Career Center
- 5.0% Communication and Information
- 1.1% Criminology and Criminal Justice
- 0.0% Distance Learning (Office of)
- 8.0% Anne Spencer Daves College of Education, Health, and Human Sciences
- 2.5% Engineering
- 0.2% Intensive English (Center for)
- 0.5% Jim Moran College of Entrepreneurship (incl. JMI)
- 5.7% Fine Arts
- 0.0% Dedman College of Hospitality
- 0.7% Learning Systems Institute
- 3.0% Mag Lab (NHMFL)
- 0.5% Motion Picture Arts
- 5.7% Music
- 2.1% Nursing
- 2.1% Panama City Campus (all areas)
- 0.7% Science and Public Affairs (Inst. for)
- 10.5% Social Sciences and Public Policy
- 1.8% Social Work
- 2.7% Undergraduate Studies
- 5.7% University Libraries
- 0.2% University School (FSUS)
- 2.5% Other (not listed above)

Salary Priorities

Q2. 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. N=435

- 88.0% Across-the-board raises for cost-of-living increases
- 49.7% Adjustments to address market inequities, compression, and inversion
- 8.5% Discretionary increases based on administrator judgment
- 46.7% Merit raises based on annual performance and departmental procedures
- 6.4% One-time annual bonuses
- 1.8% Other

Q3. In dividing up a fixed amount of money for salary increases, top priority should be given to:

Mark only one. N=435

- 70.3% Keeping up with the cost of living
- 12.6% Providing rewards for recent meritorious job performance
- 17.0% Correcting existing salary inequities, including compression and inversion

Q4. Should annual merit increases be based mainly on peer recommendations, or mainly on deans' discretion? *Mark only one.* N=435

- 64.6% Mainly on peer recommendations
- 9.2% Mainly on deans' discretion
- 26.2% Not sure

Non-salary Bargaining Priorities

Q5. Which of the following should be high non-salary priorities for the faculty bargaining team?

Check all that apply. N=430

- 31.9% Expanding paid parental leave to allow leave to care for all family members
- 24.7% Addressing Artificial Intelligence (AI) concerns such as possible adverse effects on faculty employment
- 47.9% Having a credible procedure to challenge Collective Bargaining Agreement violations by university administrators
- 31.6% Ensuring faculty safety on FSU's campuses
- 25.3% Ensuring overload pay for faculty asked to carry out duties normally assigned to staff
- 40.0% Ensuring fairness in the Post-Tenure Review (PTR) process
- 25.8% Addressing AI concerns such as possible threats to faculty intellectual property rights
- 72.3% Defending academic freedom
- 44.7% Working for freedom to hire and retain international faculty
- 4.0% Other

Q6. Do you have any comments on bargaining priorities?

Note: “<snip>” indicates editing (deletion) to preserve anonymity.

- No
- N/A
- I think the union's number one priority should be to litigate against unconstitutional legislation enacted by the FL legislature -- e.g., SB 266, the current union-busting legislation moving through the legislature, other threats to academic freedom and intellectual property.
- I do not think the PTR process does any good.
- Defending academic freedom seems essential at the moment. I teach and research in a field that has essentially been rendered illegal, and my college's admin is actively sabotaging it by arbitrarily removing core requirements from courses and pressuring faculty to change syllabi. It's Orwellian and a perfidious expression of "prior restraint." At a minimum, negotiators should pressure the university to issue procedures for clarifying how courses are reviewed, setting guidelines for how core requirements are added or revoked, and explaining what really is out of bounds in classroom instruction.
- I am very concerned and disappointed that the union keep's zeroing out the dean's funds to be able to do equity adjustments. This means that for YEARS I have been paid less because I had a baby, and there is no mechanism for the dean to fix this unless I get an outside offer. There are also substantive equity issues in how people are paid based on their gender, and this needs to be fixed.
- Don't waste time on niche perks such as paid leave or vague issues like AI.
- Ensure international faculty safety on FSU's campuses.
- BREAK AFFILIATION WITH AFT!!!!
- Clarification of how PTR is unfolding and disclosing the numbers and outcomes (with rationale) while maintaining faculty anonymity,
- Would like to see more emphasis for faculty in non-tenure lines

- I feel vulnerable as a new TT faculty member, as I watch freedom of expression rights erode. I would appreciate more advocacy/protection in this regard.
- improving parental leave policies so that it doesn't restrict the number of children faculty have.
- None at this time
- Academic freedom is number 1-2-3-4...
- My main concern is the manner in which we argue our points. Seeking a collaborative, cooperative approach rather than an adversarial approach is important for long term effectiveness. In short, let's seek first to be advocates for our principles rather than activists against the inequities.
- The surveillance of faculty under the cover of "accessibility" is troubling and I'd like to see UFF fight back. One other thing is that, in any situation of threatened lay-offs, I think it's extremely important for UFF to prioritize ALL faculty member jobs, including those faculty members who are junior. I joined the union after starting employment in 2019, and in 2020 UFF started bargaining based fully on seniority -- to save senior faculty jobs at the expense of junior ones. This eroded my trust in the union in ways that linger
- My number #1 priority would be academic freedom concerns, as well as the increase in workload due to BOG regulatory changes, as well as subtle and overt encroachments on intellectual freedom, including here at FSU, launched by the Heritage Foundation and the Florida governor.
- Salaries are losing pace with inflation, so getting caught up is important. It's already very hard enough to recruit and retain faculty given Florida's political climate. We can't do anything about the latter, for the most part, but we can work on the former.
- Thanks for all the work you do on behalf of the faculty!
- not at this time
- no
- Please do separate sessions with Teaching Faculty, Research Faculty, Tenure-Track on campus.
- Faculty should control the curriculum in their fields. At the same time, that curriculum should be to some extent public.
- I consider keeping up with cost of living and correcting salary inequities almost tied in importance. Addressing COLAs would help on many levels.
- Restriction of interactions with countries of concern seem excessive.
- The threats to academic freedom are real and, I believe, pose the biggest threat to FSU and the State University System.
- Thanks for all you do! Keep fighting the good fight.
- We are one of the few universities I know of that does not price parking for students (no, they do not "pay" for parking; a student who parks on campus pays the same as a student who does not own a car). The result is a lack of effective access to parking for staff, faculty, and (importantly) department visitors.
- Changes to a new regional accreditation body have added additional load on faculty, at least in some programs that are not currently recognized.
- It is unclear to me how the bargaining agreement can protect or open space to hire international faculty. However, this issue is important. The most important is to focus on CBA violations which seems to be happening more and more.
- There was interest last round in learning more about elder and partner care associated leave, which is notable considering it doesn't happen often, can help departments/units manage human needs that will be disruptive to faculty if not addressed and supported, and to support retention and quality from faculty. Pushback on parental leave initially related to some faculty choosing not to or being unable to have children and therefore not be able to benefit. A financially and policy-grounded solution for parental leave could be extended to broader family leave. Finally, long-standing concerns about dean's favorites and preferences and the amorphousness of how they might use discretion raise concerns there if the selections on how they reward faculty are inconsistent with unit-level procedures and norms. Therefore unit-level merit is important to prioritize, and given how above and beyond many of our faculty go, recognizing them for that effort is important to retain top faculty and meet university goals, in addition to the consistent care about faculty salary compression and market rate. We have superstar and generally high achieving associate and full faculty who are the backbone of departmental work and service leadership at the university.

They too should be getting strong and competitive pay to recognize their value, not just new assistant professor hires.

- test test. also our team rocks
- I'm not sure why the Union is so against Dean's Merit. It seems that the Dean's merit pool offered by the BOT last year got cancelled out in the Union's counter and not added elsewhere to the raise pool. In my department at least, the peer evaluation process isn't any more transparent about standards and expectations than the Dean's evaluation so I support getting any money that we can for raises whether departmental or Dean's merit. I appreciate the strides forward taken in the last CBA about parental leave, but I think the policy is still far behind our peer institutions. It is also extremely unclear about teaching loads related to leave (e.g., do you have to "make up" the classes in the next semester? Can you start leave partway through a semester?). Most of our peer institutions have formal policies about the number of course releases that you get per leave and allow as many leaves as you have children, not a total amount of leave over the course of your entire employment.
- Parental leave shouldn't be a priority.
- No.
- Institutional Safeguards Against Administrative Retaliation
- It's hard to have just one because they're all very important at different times of day.
- Please increase the visibility of specialized teaching faculty!
- All the suggested categories are good, but I wanted to do you the favor of not checking them all because surely that wouldn't be helpful.
- So many issues. We need to have equitable salaries, reasonable workloads, and the ability to exercise academic freedom. We cannot retain, much less recruit faculty without these three components.
- Better pay and privileges for non-tenure track faculty will really help the MagLab.
- This is the first place I've worked that doesn't have an annual bonus or salary increments
- Academic freedom is #1 (and this includes PTR)
- n/a
- It was difficult to choose priorities as everything listed is needed.
- PLEASE recognize that when you delay bargaining agreement you are falling into the administration's hands since salary increases are NOT retroactive. I've now seen the union delay agreement for miniscule increases that would easily have been more in real terms if they just accepted the original offer. Better yet, maybe the union should suggest that all agreements are retroactive to the beginning of the fiscal year as it is in most places.
- do not spend so much energy making the administration the enemy-they are not, it is the BOG and the state we have to worry about. Better to be on the same team against them.
- All of these issues matter, but I'm just choosing one to reflect how important I think it is right now.
- It feels backward but there should be more awareness on racial profiling and discrimination.
- Faculty and staff parking on campus is inadequate and has only gotten worse in recent years. FSU employees often have to park far away from their offices/buildings. More parking should be obtained for faculty and staff on campus. Coming up with a system where faculty can reserve a parking spot for a year (for a reasonable fee) would be beneficial.
- I only care about the ridiculous H1B policy and these onerous new ADA digital requirements. Both will mean worse outcomes for students.
- The value of parental leave depends on the source of funding for this leave. If it is from grants, then it isn't particularly helpful. Please add the source of funding to the bargaining.
- I think we lack a common definition of academic freedom.
- Would appreciate more support for those of us not in tenure track positions. I understand that the Post-Tenure Review must be irritating ... but there are a lot of us who would gladly go through that process if we had any kind of tenure-like job security.
- PARKING

- Doing away with the requirement that NTT Faculty must have a terminal degree... All we get for applicants are PhD's that can't successfully publish and have never had a job. This is horrible combination.
- It would be great if the union looks into clear promotion standards for specialized faculty, especially instructional specialists. Instructional specialists can have diverse responsibilities including teaching, curriculum development, university service, or providing academic support (more on student affairs side). However, there is no clear guidance on how these duties are evaluated or what constitutes sufficient achievement for advancement. Also, I think the union should bargain to increase the salary adjustment upon promotion from 12% to 15% (as compared to other universities in the Florida system).
- I am tenured, but I think it is important that the Union's top priorities be things that apply to all its members (as concerned as I am about PTR and international hiring restrictions, physical and legal safety matter more for us as a collective)
- FSU should defend faculty intellectual property as vociferously as the defend patent infringement.
- UFF-FSU's elimination of Dean's merit – without its awareness that in some units that that is the only way for chairs to receive merit raises – is one of the stupidest things that UFF-FSU has done in my time here. It's not as dumb as fighting for the right of faculty to have erotic relations with undergraduates, which UFF-FSU did a few years ago and than thankfully abandoned. But it's close.
- Pay increase should be ATB equal to YOY change in CPI
- Clearer definition of effort for tasks assigned as "service," to reduce hourly time commitment creep.
- My work is primarily off campus, so I may not be aware of some of the concerns that faculty on campus share. However, it seems that the P&T process does not consistently include credit for faculty work with students in important areas such as experiential learning, community-based learning, internships, and professional development (networking, conferences, etc.) Many faculty have done this anyway in addition to their research and teaching, but in this current "political" climate, I think it would be prudent to consider its value and to credit this important work.
- There should be major pushback against the university's approach to reaching Title II ADA compliance. The university did not publicize the new regulations for nearly two years, and now that the deadline is approaching, they have provided minimal information and virtually no support to faculty, who are tasked with meeting the new regulations.
- As our University, colleges, and departments become larger with more faculty and staff and the more we strive for rankings, the more procedures and channels we have to navigate to get things done. We are also spending more time we spend on accreditation standards, simple syllabus, etc. None of this is reflected in AORs but eats up a substantial amount of time. This makes it hard to work above our AOR to earn merit or any creative work, it also means we spend less time on the things that that are assigned (teaching and research). Is there anything the CBA can do for AORs to reflect the amount of time that is eaten up by daily admin? Also, is there anything the CBA can do about percentage for courses? We are told each year that courses we have taught for several years may be reduced from 25% to 15 or 20 of our AOR, regardless of size.
- the majority of the bargaining should be for raises.
- Would like to see more concern for those of us who are in non-tenure track lines
- It has been over a decade that FSU discussed promotion raises. Is there a reason that these can't be raised? 15%/18% would make a huge difference to those folks who are being promoted given the rates of inflation these past few years.
- I am very concerned about faculty intellectual property rights, including posting syllabi and potential "taking" of course materials on Canvas.
- Using teaching evaluations from students to assess teaching performance as the only metric. Additional metrics should be used since students's evaluations are highly biased. Standardization on required teaching evaluation scores across colleges. Required scores should also reflect teaching efforts. The same standards are required for research faculty with less than 50% teaching efforts and teaching faculty with over 75% teaching effort.
- limit bargaining to salary if it seems like the best strategic choice
- All of the above!
- I recommend establishing a clear and credible process for faculty to seek review when they believe that university policies or provisions of the Collective Bargaining Agreement have not been applied

consistently. Non-union faculty may find it challenging to know where to turn for guidance. While offices such as Faculty Relations and the Ombuds offer valuable support, they may not act as independent reviewers of these issues. Creating a transparent pathway for clarification or review would enhance trust in institutional processes.

- Many department chairs exclude themselves from department merit increases. Their only source of merit increases has been deans' merit pool. The union has consistently sought to zero out this source, and this past year succeeded in doing so. Consequently, chairs have received no merit increases. Many of us are union members. The union is not representing us well in this respect. (The survey question on this matter is worded so as not to allow a sensible answer.)
- Addressing the University's excessive embrace of AI tools combined with their silence on how destructive such tools are for the humanities and critical thinking more broadly.
- Pay inequities in our most recent faculty hires are unexplainable. There's no consistency or fairness.
- I think it is unwise for the Union to eliminate the ability for Deans to give discretionary increases, because it makes it impossible for some chairs and departments (given how their merit procedures work) to find a way to give differential salary increases to specific faculty members who are retention risks or whose salary is suffering from inequity or unfairness

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.

Q7. In terms of doing my job well, recent Florida legislation or regulation has: *Mark only one.* N=434

- 1.2% Made it much easier
- 0.2% Made it somewhat easier
- 10.1% Had little or no effect
- 33.6% Made it somewhat harder
- 51.8% Made it much harder
- 3.0% Not sure or does not apply

Q8. Recent Florida legislation or regulation makes it easier to recruit top students and faculty. *Mark only one.* N=434

- 2.8% Strongly agree
- 5.3% Agree
- 14.3% Neither agree nor disagree
- 15.5% Disagree
- 66.4% Strongly disagree
- 3.7% Does not apply

Q9. The proposed extension of the "Guardians" program allowing appropriately trained faculty and staff to carry guns on campus will make FSU safer. *Mark only one.* N=432

- 2.8% Strongly agree
- 5.3% Agree
- 14.4% Neither agree nor disagree
- 15.5% Disagree
- 62.0% Strongly disagree

General Survey Questions

Q10. Generally speaking, I'm satisfied with the way things are going at FSU. *Mark only one oval.* N=431

- 3.0% Strongly agree
- 25.8% Agree
- 27.8% Neutral
- 32.5% Disagree
- 10.9% Strongly disagree

Q11. Faculty morale is high at FSU. *Mark only one oval.* N=430

- 0.9% Strongly agree
- 16.3% Agree
- 24.0% Neutral
- 40.7% Disagree
- 18.1% Strongly disagree

Q12. 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.* N=430

- 2.1% Strongly agree
- 21.9% Agree
- 28.6% Neutral
- 13.7% Disagree
- 8.8% Strongly disagree
- 25.3% Not sure

Q13. The FSU administration advocates for faculty rights to our trustees, the Board of Governors, and the Florida Legislature. *Mark only one.* N=426

- 2.1% Strongly agree
- 21.1% Agree
- 36.6% Neutral
- 26.8% Disagree
- 13.4% Strongly disagree

Q14. Faculty and staff parking is satisfactory at FSU. *Mark only one.* N=428

- 4.0% Strongly agree
- 23.4% Agree
- 25.2% Neutral
- 29.2% Disagree
- 18.2% Strongly disagree

Q15. The university administration works effectively with departments/units to encourage and retain productive scholars. *Mark only one.* N=429

- 4.0% Strongly agree
- 26.8% Agree
- 40.6% Neutral
- 21.0% Disagree
- 7.7% Strongly disagree

Q16. With regard to guidelines for assigned course percentages in Assignments of Responsibility (AORs): *Mark only one.* N=413

- 31.2% My department/unit has developed guidelines with substantial faculty input
- 15.5% My department/unit is working on guidelines with substantial faculty input
- 15.7% My department/unit has developed guidelines with little or no faculty input
- 15.5% My department/unit is working on guidelines with little or no faculty input
- 9.9% Does not apply to my department/unit; we do not offer courses
- 11.9% My department/unit offers courses but has not addressed this issue

Q17. I consider my syllabus as my intellectual property. *Mark only one.* N=422

- 47.4% Strongly agree
- 26.1% Agree
- 17.5% Neutral
- 6.6% Disagree
- 2.4% Strongly disagree

Q18. Public posting of my syllabus encourages theft of my intellectual property. *Mark only one.* N=425

- 35.1% Strongly agree
- 23.3% Agree
- 24.0% Neutral
- 14.1% Disagree
- 3.5% Strongly disagree

Q19. FSU should take a strong stance against publicly posting syllabi. *Mark only one.* N=427

- 39.6% Strongly agree
- 25.5% Agree
- 24.6% Neither agree nor disagree
- 7.0% Disagree
- 3.3% Strongly disagree

Q20. Faculty should be the ones to decide which elements of their syllabi should be publicly posted.

Mark only one. N=427

- 54.6% Strongly agree
- 26.9% Agree
- 12.6% Neutral
- 3.7% Disagree
- 2.3% Strongly disagree

Q21. The FSU administration provides sufficient guidance on how faculty can use Artificial Intelligence (AI) in carrying out their assignments. *Mark only one.* N=426

- 2.3% Strongly agree
- 16.4% Agree
- 36.6% Neutral
- 28.2% Disagree
- 16.4% Strongly disagree

Q22. Instructors should determine how Artificial Intelligence is used in their courses. *Mark only one.* N=428

- 50.2% Strongly agree
- 37.9% Agree
- 10.3% Neutral
- 1.4% Disagree
- 0.2% Strongly disagree

Q23. The FSU administration's promotion of AI use by students should be curtailed until more is known about its positive and negative effects on learning. *Mark only one.* N=427

- 29.3% Strongly agree
- 23.7% Agree
- 29.0% Neutral
- 13.3% Disagree
- 4.7% Strongly disagree

Q24. The FSU administration should commit itself publicly to an academic environment in which courses are taught by people. *Mark only one.* N=427

- 68.6% Strongly agree
- 22.0% Agree
- 7.5% Neutral
- 1.2% Disagree
- 0.7% Strongly disagree

Administrator Evaluations

Q25. President Rick McCullough's performance has been: *Mark only one.* N=425

- 12.6% Outstanding
- 45.0% Good
- 21.5% Fair
- 3.5% Poor
- 1.9% Unacceptable
- 15.5% Not sure

Q26. Provost Jim Clark's job performance has been: *Mark only one.* N=427

- 13.1% Outstanding
- 34.4% Good
- 17.3% Fair
- 5.4% Poor
- 0.7% Unacceptable
- 29.0% Not sure

Q27. Vice President for Faculty Development and Advancement Jeanette Taylor's job performance has been: *Mark only one.* N=425

- 5.9% Outstanding
- 20.9% Good
- 14.8% Fair
- 9.9% Poor
- 4.5% Unacceptable
- 44.0% Not sure

Q28. Vice-President for Research Stacey Patterson's job performance has been: *Mark only one.* N=425

- 11.1% Outstanding
- 27.5% Good
- 14.6% Fair
- 5.2% Poor
- 1.2% Unacceptable
- 40.5% Not sure

Q29. My dean's/director's performance has been: *Mark only one.* N=429

- 24.2% Outstanding
- 38.0% Good
- 21.7% Fair
- 6.5% Poor
- 4.4% Unacceptable
- 5.1% Not sure

Q30. My department chair's or immediate supervisor's performance has been: *Mark only one.* N=427

- 38.6% Outstanding
- 30.2% Good
- 14.1% Fair
- 7.0% Poor
- 4.4% Unacceptable
- 5.2% Not sure

Professional Work Climate and General Information

Q31. All things considered, the working or professional climate for faculty in my College/Unit is positive. *Mark only one.* N=430

- 12.6% Strongly agree
- 44.0% Agree
- 21.2% Neutral
- 16.3% Disagree
- 6.0% Strongly disagree

Q32. All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive. *Mark only one.* N=427

- 19.0% Strongly agree
- 41.7% Agree
- 14.1% Neutral
- 15.2% Disagree
- 7.5% Strongly disagree
- 2.6% Not applicable

Q33. How concerned are you about the possibility of the erosion of academic freedom at FSU? *Mark only one.* N=429

- 60.1% Very concerned
- 23.8% Moderately concerned
- 11.0% A little concerned
- 3.5% Not at all concerned
- 1.6% Not sure

Q34. Merit assessment procedures in my department/unit are fair. *Mark only one.* N=427

- 16.9% Strongly agree
- 43.6% Agree
- 24.8% Neutral
- 10.3% Disagree
- 4.4% Strongly disagree

Q35. Post-Tenure Review (PTR) ratings should be consistent with one's past five annual performance ratings. *Mark only one.* N=417

- 37.4% Strongly agree
- 32.9% Agree
- 26.6% Neither agree nor disagree
- 2.2% Disagree
- 1.0% Strongly disagree

Q36. Did you actively seek alternative (non-FSU) employment during the 2025-2026 academic year? *Mark only one.* N=422

- 24.4% Yes
- 75.6% No

Q37. Do you plan to actively seek alternative (non-FSU) employment during the 2026-2027 academic year? *Mark only one.* N=428

- 28.7% Yes
- 40.0% No
- 31.3% Not sure

Q38. What is your position classification? *Mark only one.* N=414

- 26.3% Professor
- 18.5% Associate Professor
- 13.7% Assistant Professor
- 0.5% Eminent Scholar
- 2.7% University Librarian
- 1.6% Associate University Librarian
- 2.5% Assistant University Librarian
- 7.3% Teaching Faculty I
- 3.7% Teaching Faculty II
- 4.8% Teaching Faculty III
- 3.2% Instructional Specialist I
- 0.5% Instructional Specialist II
- 0.7% Instructional Specialist III
- 1.8% Research Faculty I
- 0.7% Research Faculty II
- 2.3% Research Faculty III
- 0.0% Specialist, Computer Research Specialist, Music
- 0.0% Childcare Specialist
- 0.2% Curator
- 0.2% Associate Curator
- 0.0% Assistant Curator
- 1.6% Senior Research Associate
- 0.7% Associate in Research
- 0.7% 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
- 0.5% Other

Q39. My assigned duties involve: *Mark only one.* N=426

- 17.4% Mostly research
- 21.8% Mostly teaching
- 12.7% Mostly service
- 41.1% About an even balance of teaching and research, with some service
- 5.6% A diverse combination with no area dominant
- 1.4% Not sure

Q40. Are you in a tenured or tenure-earning position? *Mark only one.* N=426

- 62.9% Yes
- 35.9% No
- 1.2% Not sure

Q41. Which of the following best describes your normal annual appointment? *Mark only one.* N=424

- 70.0% 9-month contract
- 28.3% 12-month contract
- 1.4% Other
- 0.2% Not sure

Q42. 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.* N=384

- 1.1% Accounting
- 0.0% Advanced Power Systems (Ctr for)
- 1.1% Anthropology
- 1.6% Art
- 0.2% Art Education
- 0.0% Art History
- 3.0% Biological Science
- 0.9% Business Analytics, Information Systems and Supply Chain
- 0.2% Chemical and Biomedical Engineering
- 0.9% Chemistry and Biochemistry
- 0.0% Civil and Environmental Engineering
- 0.7% Classics
- 1.6% Communication
- 1.8% Communication Science & Disorders
- 0.5% Computer Science
- 0.9% Criminology and Criminal Justice (all areas)
- 0.5% Dance
- 0.0% Dedman College of Hospitality
- 0.0% Distance Learning
- 2.5% Earth, Ocean, and Atmospheric Science
- 1.4% Economics
- 1.4% Educational Leadership and Policy Studies
- 1.8% Educational Psychology and Learning Systems
- 0.7% Electrical and Computer Engineering
- 0.0% Emergency Management and Homeland Security
- 2.7% English
- 0.2% Intensive English Studies (Center for)
- 0.5% Jim Moran College of Entrepreneurship
- 0.0% Jim Moran Institute for Global Entrepreneurship
- 0.7% Human Development & Family Science
- 0.5% Finance
- 0.0% FSUS (all areas)
- 0.5% Geography
- 2.7% History
- 0.0% Industrial and Manufacturing Engineering
- 1.4% Information
- 0.5% Interior Design
- 0.7% Learning Systems Institute
- 2.7% Magnet Lab (NHMFL)
- 1.4% Management
- 1.1% Marketing
- 2.3% Mathematics
- 0.7% Mechanical Engineering
- 2.1% Modern Languages and Linguistics
- 0.7% Molecular Biophysics
- 0.7% Motion Picture Arts (Film)
- 5.7% Music (all areas)
- 0.5% National High Magnetic Field Lab
- 2.1% Nursing (all areas)
- 0.7% Nutrition & Integrative Physiology
- 0.0% Ocean & Atmospheric Prediction (Ctr)
- 0.0% Office of Distance Learning
- 0.7% Panama City (all areas)
- 0.7% Philosophy
- 2.3% Physics

UFF-FSU Faculty Poll, Spring 2026

- 1.4% Political Science
- 0.0% Prevention and Early Intervention (Ctr for)
- 2.1% Psychology
- 1.1% Askew School of Public Administration and Policy
- 0.2% Reading Research (Center for)
- 1.8% Religion
- 0.0% Risk Management/Insurance, Real Estate and Legal Studies
- 0.2% Science and Public Affairs (Institute of)
- 0.2% Scientific Computing
- 1.6% Social Work
- 3.2% Sociology
- 0.5% Sport Management
- 0.0% Statistics
- 2.1% Teacher Education
- 1.6% Theatre
- 2.7% Undergraduate Studies
- 5.5% University Libraries
- 0.9% Urban and Regional Planning
- 3.9% Other

Q43. Please rate your feelings toward the UFF-FSU Chapter: *Mark only one.* N=428

- 53.0% Very positive
- 28.0% Somewhat positive
- 10.3% Neutral
- 4.4% Somewhat negative
- 3.0% Very negative
- 1.2% Not sure

Q44. Has an FSU colleague ever asked you to join the United Faculty of Florida (UFF)? *Mark only one.* N=425

- 46.1% Yes
- 3.8% No
- 0.9% Not sure
- 49.2% I am already a member

Q45. Do you have any comments on anything else that concerns you as an FSU faculty member?

- N/A
- no
- No
- I don't like my <snip> meetings with my immediate supervisor who has a mainly administrative role, is neither teaching nor tenured faculty and who asks me personal questions <snip> in these meetings. I have also been asked to attend trainings over the summer when I am not in contract and will not be paid---however, I feel I have to say yes or my job may be in jeopardy. <snip>
- In re: our administrator's performance, I think they're in an incredibly precarious position vis-a-vis state regulators. I disagree with the mandate to publish faculty syllabi publicly, but I also understand why our top administrators can't easily come out and oppose this without additional scrutiny and political blowback for FSU.
- Upper administration (President and Provost) are the most inaccessible and unwelcoming individuals to faculty that have been in their positions that FSU has had in 30+ years. They do not know many faculty and make no effort to get to know them or welcome them to their office when they seek a visit.
- My international students especially those from countries of concern are in a very difficult situation.
- The opportunity to meet Dr. Jeanette Taylor informally is great. President McCullough and his team did an excellent job in responding to the April 2025 event. Colleges and departments should consider to conduct their own polls on an annual basis.

- I'm so tired of learning about all of the horrible shit happening in our world and I'm ready to do something. Nothing is going to change until we realize our economic participation is our power: general strike
- I am currently upset and disappointed that many international students cannot attend FSU due to their inability to apply for a student visa.
- I am deeply concerned about the complete erosion of academic freedom as well as the quality of education at FSU and all Florida universities. Our top faculty and graduate students are fleeing in droves. We had drastically lower number of applicants for both graduate students and faculty positions, and it is preventing us from being able to retain OR even attract top talent. It was also very obvious that women were applying for jobs at FSU in much lower percentages than in previous years. Florida politician's decisions to limit international students and scholars is shameful and is destroying the university. FSU and Florida's decision to wholeheartedly and blindly embrace AI is foolish and has started eroding our ability to teach. I am frankly disgusted by how FSU administration is handling AI and encouraging students to plagiarize and cheat. If FSU wants to embrace AI, there are ways to do it ethically and responsibly and by doing it using data and studying its affects, not just simply believing the lies tech companies are spouting.
- I appreciate the work you folks do on our behalf and as things deteriorate at FSU, I appreciate your work more and more.
- Over the past two months, navigating Florida's DEI-related legislation alongside accreditation expectations has been extremely challenging, particularly as a junior faculty with programmatic responsibilities. The guidance provided by the Provost's Office and Faculty Development has not sufficiently clarified how programs are expected to balance state legislative requirements with accreditation standards. As a result, the responsibility for interpreting and reconciling these conflicting expectations has largely fallen on individual faculty and program leadership. At times, it has felt as though program faculty were being held accountable for longstanding programmatic structures and curricular content that were developed prior to these recent policy changes. This places faculty in a difficult position and creates an environment where we are asked to respond quickly to complex policy shifts without clear institutional direction or support. I am concerned that the current approach may ultimately affect the quality of education we are able to provide. Our program has already begun to experience noticeable impacts on student recruitment, and many of these challenges stem from broader policy dynamics that extend well beyond the control of the College or Department. I want to commend my Department and College for their support, but their hands are tied when Provost's office and Faculty Development are not clear on what programs need to do. Moving forward, it would be helpful for upper administration to provide clearer, more proactive communication and guidance to faculty and program directors. Waiting until accreditation processes are imminent to identify concerns can create the impression that programs are being reprimanded for issues that were not clearly communicated or addressed earlier.
- Please consider having a specific initiative that supports international scholars.
- In addition to the theft of intellectual property and erosion of academic freedom posed by Simple Syllabus, there's also a simple safety risk. Why do members of the public need to know where we are at all times? We've already had two gunmen on campus, and now FSU is providing a map to people's offices, office hours, and classrooms. This doesn't just endanger faculty (because obviously, who gives a f**k about us), but it can endanger students and graduate students.
- We are a state-funded institution. Therefore, we work for the state. The union needs to stop being belligerent and follow the law.
- I am not sure how much longer I can afford to stay here.
- None at this time
- I have been shocked at VP Taylor's performance in her first year. I have seen her yell at, admonish, and mischaracterize the efforts of faculty. She is clearly incapable of working with - let alone on behalf of - faculty. She should be replaced immediately. Shame on the Provost for watching her behavior and allowing it to continue.
- I work with international graduate students and I'm concerned for their safety and ability to complete their degrees. I'm also concerned for my colleagues who are international--even if they have permanent resident status or citizenship. And, because most of my students are in STEM fields, I am concerned about the loss of research funding for those fields, which means potential loss of financial support for graduate students.
- The BOG arbitrarily shortened the "degree corridors" from 5 years to 3 years, without reducing the

numbers of degrees our department is expected to produce. This is unfair and induces fear among faculty. It creates a perverse incentive structure to admit way more people than there are jobs

- Little administrative acknowledgement of assaults on academic freedom
- Please remember specialised faculty. We carry the burden of <snip> and shape the cultural identity of our entire city, boost the economy, teach your students with little support or recognition and for shitty pay. Look at our salaries. They are tens of ks lower than teaching/research faculty in analogous positions in a city that is far more expensive to live in. Cheers.
- Anti-union actions by state legislature.
- It doesn't seem like the FSU UFF makes much progress with the university on the matters that are important to me.
- Not at this time
- I am very concerned about the encroachment of politically-motivated BOG directives on our academic freedom and quality. I also worry that our students are being coddled and are not being encouraged to become resilient, thinking adults.
- Yes, the issues around H-1B visa and its extension/Impact on Hiring. Also, the possibility of having guns in the classroom is atrocious particularly after the incident last spring. This is the most regressive step and I am seriously considering leaving the university if that happens.
- A top priority for UFF-FSU should be decreasing the cost of dues to increase membership. The union should also be laser-focused on core academic freedom and working condition issues for the faculty and limit how much we engage in unrelated issues.
- Thank you. Please share information on how faculty can effectively invite colleagues to join UFF.
- My primary concerns are overreach related to countries of interest, and the university seeming to think they own my teaching materials, such as presentation slides, figures or writing.
- The bureaucratic burden on faculty has increased exponentially, and has an increasingly negative impact on faculty's ability to do their teaching, research, and service at levels that were sustainable in the best. The constant expansion of bureaucratic demands is leading to burnout, and is unsustainable. We entered this profession to do research and to teach, and many of us are also happy to engage in various kinds of targeted service. But nobody signed up for this much mind-numbing time-wasting "paperwork" (though of course it is no longer on paper).
- FSU's kowtowing to DHS & ICE.
- We need well defined, scheduled, organized faculty reviews of Deans. The <snip> Dean has lost the trust and confidence of many faculty and has become vindictive and retaliatory towards faculty <snip> in an environment of overall leadership mediocrity.
- I am concerned that the tone of the communications from UFF/FSU is off-putting to some union members, perhaps especially the people that the union most recently recruited. I appreciate the union leadership's hard work; I wish the union's communications were more consistent in their professionalism and recognition that not all union members are Bernie Bros.
- Discipline-specific consideration of tenure-track applicants (some disciplines don't have as many ranked journals) to help hire applicants who are experts in the discipline and doing scholarly work, even if journal and grant numbers aren't as easily available. Further equity for specialist faculty to serve, such as being able to count as a dissertation committee member when aligned with specialized knowledge and research.
- Department morale is higher than college morale. My dean and some senior administrators can seem more concerned about their own careers and status than the university or their faculty. I do not feel genuine care at this time from FDA nor my dean. I am also very concerned about the Graduate Dean search and whether someone who knows FSU's context and is an effective manager and scholarly leader of FSU, a rising and already strong R1, will be recruited and successfully hired and transition here. It is a very important time for graduate students, graduate faculty, and the graduate school overall.
- I *really* don't appreciate the implication that if FSU Faculty are dubious about the value of AI tools we are somehow guilty of "sticking our heads in the sand." I think everyone on the teaching side of the university equation knows that these "tools" actually prevent kids from learning . . . and they're uninterested enough already.
- Our health insurance coverage is degrading -- some of my prescriptions are no longer covered that were previously covered.

- Academic Freedom is top of mind for me. I worry for my rights as a queer faculty member.
- I am very concerned about guns in our classrooms. I am also concerned that FSU is forcing us to give our intellectual property away (and there is no law that mandates this). I am concerned that the governor, legislature, and BOG are reaching into our curriculum, writing our textbooks, reviewing our faculty, choosing our presidents without community input, destroying our unions, and undermining public education. I am concerned about the general atmosphere of fear and intimidation and about faculty leaving FSU because of the speed and the depth of these changes to their daily worklives.
- The threat to our lives and the lives of students posed by allowing guns on campus
- I am concerned about burnout and mental health for faculty, particularly junior faculty and women. I'd love a discussion about more comprehensive mental health resources (not an online series about resilience or a faculty lounge, which have been the solutions offered by FSU so far), whether that be changes to our insurance coverage and/or a health stipend that can be used for private pay resources. More mentoring, support, etc. on campus for junior faculty and female faculty would also be helpful.
- Would be nice to let the member fee flexible, such as in a range 0.1% - 2% based on need
- Please replace current FSUPC administrators with senior educators who have reasonable academic credentials. I don't see any bright future at FSUPC with the current administration.
- As a non-TT, specialized faculty member who is not in an admin role, I would like to see the union take our concerns and experiences into consideration during negotiations/conversations with the university. We struggle with deans/directors who don't understand the role of specialized faculty at FSU and often treat us like student affairs support staff even though we're expected to teach courses, conduct research, develop and build new credit-bearing courses, etc. Greater AOR clarity is needed for units whose work with specialized faculty is relatively new (e.g., UGS) so we're all on the same page and can continue our work effectively.
- I wish the dues were lower for the union and that there was more discretion applied in deciding how the union supports and advocates for individual faculty, e.g., there is a history of the union advocating for or making it difficult to dismiss or discipline faculty who are engaging in sexual misconduct, and this makes me not want to join.
- Thank you for your advocacy!
- I wish the UFF would not do politics that don't impact our jobs here, and focus only on the local work environment. For instance, the H1-B visas -- my professional society has worked against them for decades, stating that they lower pay. That is not what our UFF local does, and this issue has little or no effect on faculty.
- I'm exhausted on all fronts.
- As a faculty member, it feels like there has been deafening silence about the changes coming from the state and BOG. What little information has been shared seems to disregard faculty concerns, and VP Taylor does not seem to take the challenges to academic independence and autonomy seriously. I have been able to attend some meetings where faculty concerns are brought up with administrators, and they have been routinely minimized or even ignored and left unaddressed. At this point, I do not have confidence in FSU administration to support faculty. FSU is truly a special institution, and it pains me the extent to which faculty have been left feeling unsupported. We recognize that this is a challenging situation and that often admin may not have answers; however, being transparent about that will go a long way to build and/or keep faculty trust. We need support from administration now, not silence, and that support can be as simple as acknowledging the challenges and being honest when answers are not known. Unrelated: Parking continues to be an issue, especially now that faculty spots have been taken away and GAs are parking in faculty lots. Again, in a time when it is stressful in ways that it has never been before, small things like ensuring faculty have a place to park, can go a long way. Please find ways to help faculty access parking.
- As part of the President and CIO's "IT Realignment" program, faculty were removed from their appointed departments and transferred to the "ITS Campus" unit by fiat. I am aware of at least three people in this category with 25+ years in their original units that this was done to. There should have been contractual mechanisms in place to prevent such events.
- NA.
- There don't seem to be official/recorded channels for positive comments from students to be fed back to a Professor's record. Student evaluations not being mandatory usually ensures only disgruntled students take them, and skew results disproportionately. It would be good to focus on a means of celebrating officially what is done right in the day to day, rather than occasional awards, and

permanently putting out fires

- Too many concerns to list here.
- If you want more faculty to join the Union, stop with the politics. Hyperpolitical emails from Robin Goodman are a great way to keep alienating the conservative members of the faculty. Why are we still requiring Upper Division Writing when we know most students are using AI? This sets faculty up to fight a losing battle. Also, when students do cheat or violate FSU's Code of Conduct, it would be nice if there were actual consequences. The "constructive" approach simply teaches students that they can get away with bad behavior and hangs faculty out to dry.
- Merit pay by deans should be discussed with recipients to understand their process. Also, request a study of underutilized reserved parking spots that can be converted to Faculty/staff parking on campus (e.g., un-used reserved spots, bike racks in a parking spot, un-used service vehicle spots)
- Things are so bad in my field but I deeply appreciate all the work the union is doing to fight for us.
- I would like to express my deep appreciation to everyone at UFF-FSU for your dedication, advocacy, and tireless service on behalf of faculty. Your work often happens behind the scenes, yet it profoundly shapes our professional lives - protecting academic freedom, promoting fair working conditions, and ensuring that faculty voices remain central to institutional decisions. Strong faculty governance and collective representation are essential to a healthy university. Your commitment to transparency, equity, and due process strengthens not only faculty well-being but also the broader academic mission of Florida State University. Please know that your efforts are seen, valued, and deeply respected. Thank you for standing with faculty and for the integrity, professionalism, and persistence you bring to this important work.
- When the bargaining priorities are mostly aimed at things like PTR I tend to check out because it doesn't effect specialized faculty.
- Support and resources for specialized faculty is needed, particularly in units where they are a small minority of overall faculty
- I feel that we would get more union members if we lowered the dues. Having more members, even if they paid less, might equal our revenue now but with more membership. I think membership numbers are more important than higher dues. And I do feel some resentment as a member that I am supporting non-members as they reap the benefits of my dues. Other than that, the union is the only means to fight back against what is happening to education here in Florida and nationwide. I am so disgusted by the actions being taken to dismantle our education system. Those is power sure love the uneducated.
- not all FSU faculty are equivalent and it is a mistake to treat tenure line and 12 month faculty as the same. I employ numerous 12 month faculty and could not live without them--they are amazing but they are soft money employees and operate under different circumstances and considerations than do tenure line faculty. Please keep than in mind during bargaining.
- Very concerned about threats to academic freedom. Also unrelated to major concerns, I feel that the union could do a better job of feeling welcoming at socials and other events. In the past I've attended either alone or with my family, and felt isolated since I didn't know anyone there prior to the event.
- You all do a really good job and are appreciated. Tough time for new faculty in FL.
- Thank you for all you do. I hope we have an union.
- I'd really prefer a new evaluative method instead of the EOP for faculty. Regurgitating my prior year each and every February subtracts substantially from my job and requires work at night and on weekends, just to be able to support and continue providing the same level of labor and communication to my staff and my role.
- The erosion of faculty governance with respect to curriculum. This year many courses were removed from CoreFSU with no faculty governance input or oversight, simply because administrators wanted to comply in advance with state law, but it's clear that many of these courses were not in violation of state law.
- Nothing not covered here, academic freedom is the big one, especially with the new Gen Ed restrictions, textbook verifications, and simple syllabus requirements. I also think UFF could do a better job explaining things in their emails. We often get emails with a lot of jargon and administrative language that is not intuitive for those of us who are not legal scholars.
- Calls FOR right-wing indoctrination by our legislature.
- Parking!!
- I agree that syllabus posting is not great, but it seems like a small problem compared to erosion of

academic freedom and faculty governance, erosion of public trust in and valuing of higher education and the negative impacts of AI on education. I would love to see the union focus on those issues, plus safety from gun violence. We really are in a major crisis with the university and the outside world pushing AI and devaluing higher ed. Students are obviously less engaged and more miserable and afraid than ever. Many are afraid of what AI is doing to the world, while the university happily encourages all of us to be promoting it in our classrooms. Students feel powerless to address all the big problems of the world, and it doesn't help that the state and to some extent the university are making the university more and more top-down. We should be showing students that individuals with good ideas can make things better because there are ways to be listened to. Instead we are telling them to do the minimum, keep their heads down, and get their degree fast. This is not playing well with students, and isn't good for society. They can have my syllabus, if they would show some real interest in education and student well-being.

- I'm concerned about the degree to which administrative tasks and record-keeping have overtaken the job with no adjustment to research productivity expectations or teaching loads. Staff could help with much of this, but we're woefully understaffed. We need more staff and especially more staff with higher qualifications who could handle these tasks. It may not be a problem in large units with many faculty to share the load or a few faculty who get it written into their load with appropriate acknowledgement, but in units with just a few faculty and a large number of students, managing these tasks becomes overwhelming. I'm thankful that the university has worked to supply us with access to a variety of AI and has supported exploration and thoughtful discourse surrounding AI use in research and teaching. Both are areas where we can have a meaningful impact on society if we choose to do so. While there is great potential for misuse, that does not mean we should bury our heads in the sand or reject AI. There is also great potential for misuse of words, is there not? And yet we embrace and employ words daily and encourage our students to do the same.
- Salaries, salaries, salaries!! It won't matter whether I am forced to post my syllabi online or not, if I end up having to leave FSU and find a better-paying job in order to pay my bills.
- I think raising hell about public posting of syllabi is silly and makes the idiots in the government think we have something to hide.
- Love my union!
- Since we have to pay for parking, we should be able to arrive on campus at any hour and have ample parking. We should not have to pay extra for preferred parking to make this happen.
- I believe our efforts in negotiating should take a little different form: we need to support more those, who work hard and get unfairly less, against the academia pyramid system. Not n-percent across the board raises, which adds a lot to those who already make way too much for what they do (faculty in College of Business and some high administrative positions, etc.) and very little to those, who actually work to sustain our university i.e. Graduate Assistants. What is the matter with a Teaching Assistant getting 20k for teaching two classes a semester, whereas some first-year professor of economics gets 160k for teaching 1 class per semester (with GAs)? And then these "across the board raises" only increase the inequality. I am feeling to drop my membership next year because of how we are okay of this ridiculous unfairness, and UFF doing about it. For my modest but fair salary 1% is too much to make some overpaid colleagues even richer.
- Given that FSU faculty have been less negatively impacted by changing BOG regulations and FL laws than our colleagues at some other SUS institutions, I suspect that our administration has done more to safeguard academic freedom and institutional integrity than faculty are aware of. I am concerned that their strategies, while perhaps beneficial in the short-term, are not transparent or sustainable. With regard to the union's relationship with the FEA, I am very concerned by their promotion of "MemberAssist" -- a non-unionized and AI-driven program that contradicts the values that unions were founded to promote. I would also prefer that UFF-FSU send emails that are not explicitly political in their messaging.
- I feel "put upon" to use a phrase from Thomas the Tank Engine. There's endless involvement in education by people who have gone to school so think they know what is best. Simple Syllabus, having everything prepared 45 days before the semester starts (when I teach a class for the first time, how is that even possible?), more departmental effort devoted to teaching introductory courses and less to teaching our majors, Trump's budget efforts toward research, appropriate classroom availability, not being allowed to contact admitted students to encourage them to attend FSU, not being able to control the temperature in my office, the almost-constantly-broken elevator in the building, ...
- The <snip> Department Chair has been applying <their> own discretion in assigning faculty AOR percentages, despite the fact that the unit has never discussed or agreed upon any specific allocation

guidelines. This appears to be a violation of established CBA procedures (the 2025-2028 version). Someone from the Faculty Union, COSSPP, or the FDA should review this matter and take corrective action as appropriate.

- Thank you for keeping us well informed and for seeking our input!
- It's shameful the way the admin is gaslighting us, pretending they aren't restricting academic freedom. It's also horrifying to see how normalized it's all become -- admin restricting course content and faculty being too frightened to speak up, for fear of losing their jobs.
- For me, salary is the largest issue. I don't know how much longer I can afford to stay here.
- We have had substantial difficulty hiring high quality faculty in my area to replace those retiring or leaving and also recruiting top doctoral students because of State of Florida policies. This has been going on for at least six years or more. The quality of the faculty in my area is declining with each new hire. It is sad to see the area I have worked so hard to bring to national prominence over decades unable to compete for top faculty and graduate students.
- I was a UFF member for many years. I decided to no longer remain a member after the UFF supported a faculty member in my department who filed a grievance about his teaching assignment when we showed the faculty member had for years not performed assignments on his AoR, had lied about not being informed that he was getting a teaching load increase, and had for years abused students including identically teaching two distinct courses in the same semester to reduce his teaching effort.
- I was told during the job negotiation process that my salary was not negotiable because it was set by the union. I was very confused by that and still do not understand how/why the salary would not be a negotiation.
- Thank God for UFF
- na
- Not at this time.
- Over the past 5 years, my experience within the Herbert Wertheim College of Business has evolved in unexpected ways. As we now occupy a remarkable new facility, I have reflected on how the college's culture has changed. When I first joined the college, I felt a strong connection to its mission of helping students gain meaningful professional experiences and preparing them for successful careers. It genuinely felt like a community that valued both its students and its faculty. However, over the past year, I have developed concerns about leadership and how these dynamics affect various units within the college. The management of evaluation processes, role expectations, and program leadership decisions has created significant uncertainty, making it challenging for us to carry out our work effectively. My perspective is shaped not only by observation but also by my own experiences navigating evaluation processes and leadership transitions within the college. At this point in my career, I recognize that organizational changes and role transitions can occur. My intention in sharing this feedback is not to dwell on personal circumstances but to encourage reflection on how leadership practices and institutional processes shape the faculty and staff who advance the university's mission and support students.
- It feels like there's no oversight or accountability on the Dean and decisions she makes.
- Just as an FYI: The fine print in the CBA 'grants' 6 months of parental leave to Specialized Teaching Faculty, but then specifies that only one semester can be taken "per qualifying event"—only four months of leave can be taken. "It's okay!" the HR rep assured me, "because we now allow you to split your parental leave time, so you'll be all set if you have another child." Because apparently they now get to weigh in on our family planning, too (!). This may be relevant to specialized teaching faculty in the future.
- the battle against posting syllabi is valid but I think the fight should be more against the 5 year timeframe because of the law that this is implemented under being about transparency to help students pick classes.
- The political uncertainty of the moment tends to drive negativity in my unit, a sense of being embattled that cultivates dismissive attitudes towards upper administration.
- Lack of bike safety
- Regarding standards and policies regarding recruitment and syllabi, all standards applied to "academic" groups should be equally applied to "non-academic" groups. For example, any athletic recruitment should be similarly banned from countries of concern. Additionally, the athletic departments should be required to post similarly detailed syllabi with all comparable information including requirements of

hourly work, expectations on a daily basis, etc.

Thanks again!

Please click the SUBMIT button to enter your responses.