



**United Faculty
of Florida FSU**
FSU works because we do

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

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?

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?

Thanks again!

Please click the SUBMIT button to enter your responses.