

UFF-FSU Spring 2023 Faculty Poll Results

Total Responses: 663

The spring semester is when the UFF-FSU engages in bargaining and legislative activities. We value the input of all FSU faculty, UFF members and non-members alike.

Please indicate your primary College/Unit

607	92%	<i>Editor's note: 607, or 92% of all respondents answered this question.</i>
206	31%	Arts & Sciences
35	5%	Business
2	0%	Center for Advanced Power Systems
36	5%	Communication & Information
10	2%	Criminology and Criminal Justice
1	0%	Dedman College of Hospitality
32	5%	Education
22	3%	Engineering
34	5%	Fine Arts
13	2%	Health and Human Sciences
1	0%	Intensive English Studies (Center for)
4	1%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
5	1%	Learning Systems Institute
27	4%	Mag Lab (NHMFL)
7	1%	Motion Picture Arts (Film)
33	5%	Music
10	2%	Nursing
3	0%	Office of Distance Learning
13	2%	Panama City Campus (all areas)
8	1%	Science & Public Affairs (Inst for)
44	7%	Social Sciences and Public Policy
17	3%	Social Work
5	1%	Undergraduate Studies
23	3%	University Libraries
1	0%	University School (FSUS)
15	2%	Other (not listed above)

Salary Priorities:

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

660	100%	
585	88%	Across-the-board raises for cost-of-living increases
381	57%	Adjustments to address market inequities, compression, and inversion
64	10%	Discretionary increases based on administrator judgment
350	53%	Merit raises based on annual performance and departmental procedures
74	11%	One-time annual bonuses
3	0%	Other

In dividing up a fixed amount of money for salary increases, top priority should be given to (pick one):

655	99%	
417	63%	Keeping up with the cost of living
99	15%	Providing incentives for recent meritorious job performance
139	21%	Correcting existing salary inequities, including compression and inversion

What is the minimum across the board salary increase that will allow you to ratify the contract?

649	98%	
11	2%	0%
13	2%	1%
54	8%	2%
133	20%	3%
73	11%	4%
101	15%	5% or more
264	40%	The current rate of inflation

Should annual merit increases be based mainly on peer recommendations, or mainly on deans' discretion?

655	99%	
367	55%	Mainly on peer recommendations
83	13%	Mainly on deans' discretion
205	31%	Not sure

Non-Salary Bargaining Priorities

Collective bargaining this year will be limited to salary unless otherwise agreed by the UFF faculty and FSU Trustees (BOT) bargaining teams. You are welcome to comment on non-salary or salary concerns below.

Do you have any comments on bargaining priorities?

115 17%

- * Though it sounds unlikely that this could be addressed via bargaining, strong protections for academic freedom in the face of state pressure to self-censor (especially on topics of race, gender, and sexuality) should be a priority. Lack of protection in these areas will severely diminish our ability to recruit and retain good faculty and graduate students. It has already had an impact on interest in our graduate program from out-of-state applicants, who have expressed worries about instability, inhospitable climate, and their ability to study or teach in their areas of interest in Florida.
- * hiring power of the BOG - threats to tenure
- * When bargaining, you could communicate the serious need for executive leaders to speak out unequivocally in support of faculty. They are trying to thread the needle to keep the state happy but in doing so, are dousing faculty morale with battery acid on a regular basis. Seriously, nobody feels the support of executive leaders during all of this. They have said really nothing, and that is one refrain I have heard from many great colleagues who this year applied to other TT jobs in other states and are leaving as quickly as possible. Nobody feels supported, and everybody paying attention to what's going on just feels the attacks from the state. Leadership must speak out.
- * At the Panama City campus, the guidelines outlined in the collective bargain agreement pertaining to promotion and merit are largely ignored. Specifically, Dean Hanna has made the arbitrary decision that he does not want any faculty being promoted who have less than an 80% student satisfaction rate based on question 13 of the course evaluation. In the recent past, faculty who have been due to be considered for promotion have been told they are not allowed to be considered based on their aggregate percentage score from questions 13.
- * Tuition remission for dependents remains a top priority. This means not just a lottery system, but a consistent program that provides some tuition support for dependent children without a lottery. This could be 50% or 75% remission, for instance, in order to increase the number of faculty who could benefit from the program. In other words, the pool of money could be divided among a greater percentage of those who need the support.
- * There are several quality of work issues at FSU - an over-arching administrative control structure that is also very inefficient - purchasing and travel, especially post CONCUR, are seldom responsive and often disasters. Personnel is extremely slow and often keep people from starting work for 8-10 weeks. Most of all administrators see no obligation to seek feedback on their performance. FSU is a traditional top-down administrative unit and this is only likely to get worse with the union defunding and removal of tenure and hiring responsibility to higher and higher levels.
- * Salary should be the only focus of bargaining.
- * Protect tenure

- * Any additional childcare and parental leave support that is possible
- * Employer retirement contributions need to be increased
- * Retaining faculty voice in hiring and retaining faculty, and in issues related to promotion and tenure (which should be supported and retained).
- * Graduate students should feel safe enough to be students. Graduate students should not feel like graduate faculty are auditioning them for marriage or romantic liaison. How do I know the way graduate students feel? They told me.
- * The mentorship and promotion process for specialized faculty members is often under-defined and unclear across the university. I'd love some guidance on improving that.
- * Paid family leave -- especially extending beyond parents and to elder care.
- * I would normally emphasize across-the-board raises, but this year I have placed higher priority on merit increases because I fear our most productive faculty will be understandably tempted to leave the hostile political environment in Florida. Therefore, retention of our award-winning, institution-supporting faculty is the more important goal for salary bargaining in my view.
- * The problem with making salary decisions based on dean or peer recommendations is that many faculty: (a) may not have many peers to evaluate from in small programs/departments and (b) the Dean doesn't know how to evaluate the faculty member because of a lack of knowledge about performance. Therefore, a blend of the two is probably sensible. It shouldn't be one or the other.
- * Paid family leave and protection from political targeting. Also, there is not a single lactation room available on campus, which is in violation of federal law.
- * As specialized faculty, we are excluded from tenure and sabbatical, among other benefits that support research and professional advancement. Specialized Faculty should qualify for paid sabbatical and/or paid research leave. Please include this consideration as part of negotiations.
- * preserving and protecting academic freedom, and maintaining, if not strengthening, the role of the union in protecting our contracts and jobs.
- * Salary compression should be the #1 issue
- * FSU's office of commercialization is where IP goes to die. Big need for: Increased accountability (e.g., regular reporting to individual faculty what they've done to actively promote our IP to relevant companies), incentives to actually try and find companies to license faculty IP, options for faculty to take over the license if the office of commercialization does not actively find a licensee/fails to license it out in a reasonable time period, and changes in policy from their current we don't negotiate with faculty stance.
- * Salary is most important. The cost of living is rising and our salaries should reflect that. The cost of gas and groceries alone is enough to support the need for increases.
- * Protecting academic freedom and faculty governance seem most important to me.
- * Salary!!!
- * Gym must be free for faculty.
- * Please protest the new 5-year tenure review.
- * Faculty attrition will only worsen if we don't get a cost of living adjustment.
- * I would love to see membership to the Leach center be free for faculty. It is really hard to find time to take care of one's well-being and free membership would be an incentive to do so.

- * Travel funding for research and professional development
- * Salary is priority #1, keeping the legislature and governor out of university administration is #2.
- * Mo
- * DEI
- * Would very much like Dpt of Research to set aside \$X for: plugging holes for researcher permanent staff during the period when contracts end and new projects/contracts start (among other reasons). This will help considerably with incentives for staff retainage. Also, it will assist for researchers to be able to target large federal grants that require considerable cost share (cash) match.
- * I do not have any comments.
- * At the moment, academic freedom and protecting tenure have to be paramount.
- * Protecting faculty academic freedom and freedom of speech. Most importantly, protecting tenure.
- * FSU has a large percentage of full-time faculty classified as 'specialized' faculty -- more attention should be given to this group and less to tenure-track faculty. The Union seems to be overly sensitive to tenured faculty, many of whom no longer make any academic contributions in their field. Once arrived at tenure their effort ceases. Any government employee drawing a paycheck should be held accountable to those who pay taxes.
- * What is the university stance on the current anti-academic freedom policies?
- * Protecting faculty against retaliation from legislation dictating curricular content
- * Across the board raises should be 2x the inflation, because the faculty salaries have been compressed for the last decade.
- * Discuss way forward if UFF does not meet a potential 60% limit
- * Establishing procedures or guiding language that can protect against incoming political and governmental meddling in hiring and review, and enshrine those as best as possible within the academy.
- * No
- * Protecting tenure and procedures for faculty evaluation for merit and promotion; Protecting academic freedom for faculty and students; continued consideration and incorporation of DEI in academic and systemic realms of university
- * Salary to be adjusted based on inflation
- * Additional security for pre-tenure and non-specialized faculty in this climate, and those working on and holding identities associated with the topics under attack from the legislature and governor's office. I am a tenured faculty member but am concerned for my colleagues and for general stability and reputation for our department, programs, and FSU.
- * As far as I'm concerned, it's all about salary.
- * Preserving tenure
- * I would suggest to have the following clearly spelled out, to avoid unproductive waste of work time:
Any complaint against faculty that fully complies with her/his AOR as an FSU employee and with the CODE of ETHICS for Public Officers and Employees by the FLORIDA COMMISSION ON ETHICS, should be considered a frivolous complaint and removed from the employee record.

- * protect academic integrity and autonomy: protect tenure, ensure that hiring and retention decisions are done by qualified experts, not the used car dealer who contributed the most to the governor's last campaign, protect DEI initiatives
- * Enhanced language around protecting academic freedoms and freedoms of speech.
- * No.
- * I want the union to back off its resistance to common sense regulations aimed at policing faculty-student relationships. It is a really bad look for the Union and bargaining time should be devoted to bigger issues (like salary and academic freedom). There is no instance in which it is appropriate for faculty and students to have romantic relationships. I am baffled that the union has pushed against this in the past, and I want the union to stop.
- * To the extent it is possible to do something to protect academic freedom, and protection of/affirmation of diversity, equity and inclusion initiatives and programs, these are important in our current political context.
- * Make sure that both tenure and specialized faculty members can keep the previously negotiated benefits and job security; faculty must retain their privileges, tenure, and long terms contracts for specialized faculty; firing and hiring must be done by university depts., tenure and promotion committees, and deans -- not by the university president, the BOG or the state governor.
- * Protections for tenure are my first priority
- * I realize this is not important to most and would be difficult with FL legislation but I would like it noted.

When I was hired, I was brought in as temporary faculty. At that time, I had to choose a retirement plan. Pensions are designed to attract and keep long term employment but serves as an oxymoron when you are hired as temporary (short term). When hired full time, I was not allowed to change to a pension. I know local municipalities are allowed a one time change, but not state employees. I find this to unrepresentative of the purpose of a pension, and would like to know if a one time change can or would be available in the future. Again, due to the fact that my initial employment was only a temporary status. Thank you.

- * Paid parental leave. Longer contracts for specialized faculty.
- * Salaries are important, and focusing on these seems reasonable as long as we have some assurance that the administration is committed to strong progress in this area.

Otherwise, if we are just going to lose yet another round on salaries, why would we give up the opportunity to at least try to make gains somewhere?

- * FSU has several issues with compression and inversion related to pay. Also, it is not paying salaries that match the required credentials, experience, or performance level. We currently have specialized faculty positions that required phd and years of experience to fulfill the role but are paid the same rate (or less) as graduate students' rate when the GA pay is calculated at 40 hours (fulltime). Also, multiple faculty positions are posted as requiring a doctorate level or terminal degree, but then hire people without the terminal degree and pay them the same rate as those who met the terminal degree requirements for faculty positions.

- * Salaries are the priority for the union. If I had to name anything else, it would be the general lack of respect for employees shown by the University in its provision of parking and transportation services: no reasonable bus option, not enough parking, priority given to rich freshmen who live on campus, refusal to even consider an off-campus lot for those thousands of resident students. We're a landlocked campus and refuse to do anything about it, because ticket revenue is considered income.
- * The university should provide a cell phone to faculty.
- * SB-7044 issues. Also strengthening labor protections for non-tenured faculty.
- * Increase fsu contributions to private retirement plans such as TIAA, Baltic, etc.
- * Other criteria for teaching evaluation other than student's class evaluation.
- * I would like to learn more specifics from the university administration (or Board of Trustees?) concerning how it intends to implement the latest legislative measures affecting higher education; the silence of university leadership (as opposed to faculty and UFF leaders) is, although understandable to a degree, disappointing.
- * academic freedom; tenure review; DEI
- * The cornerstone request is that salary should follow the annual inflation rate.
- * Prices increased 13.8 percent from January 2021 to October 2022 according to <https://www.jec.senate.gov/public/index.cfm/republicans/2022/12/state-inflation-tracker-november-2022#:~:text=See%20the%20highlights%20below%3A,over%20the%20next%2012%20months.>
- * Please think more about junior people. Every year the priorities are for senior tenured faculty and their needs.
- * Implementation of new post-tenure review policies is a potential concern. I'm not knowledgeable enough to say what role it should have in bargaining this year though.
- * Protections for faculty and programs being targeted by upcoming legislation
- * Family leave
- * Inversion and Compression
- * Spreading salary over 12 months rather than just during the 9 months would be very helpful.
- * Assistant Professors are coming in at startlingly higher rates than some of tenured faculty members. Even with the recent market equity increases. This is ridiculous.
- * Language around D2 classification and faculty AORs with any salary issues. We have many folks with admin roles classified as D2, but still have 100% faculty AOR (i.e., no relief from any aspect of their faculty responsibilities in teaching, research, service), with admin responsibilities as overload. People in this situation, for example, have been excluded from market rate adjustments, thus penalizing them for doing admin work off the corner of their desk and putting them behind their colleagues when they step down from their admin roles. FSU admin does not seem to be interested in correcting this issue, despite several requests.
- * Clear metrics for merit review that describe exactly what 'other conduct' will be considered.
- * Must stop republicans destroying all aspects of higher education
- * Paid parental leave - it is currently limited to a one time occurrence (what if you want to have multiple children?) and cannot disrupt two semesters of teaching (what if your baby comes in the middle of a semester - you can't take a full 6 months)
- * Would love to see tuition waivers for dependent children as opposed to lottery system.

- * Protect tenure and push/keep oversight to academic units
- * retirement plans. Why is the ORP % so much less than into the pension?
- * Adjunct professor salaries are shamefully low and need immediate action
- * Better development/sabbatical leave and support for specialized faculty.
- * Given the inflationary pressures- focus should be on economic issues i.e. pay raises
- * You can't bargain this sort of thing, but I wish our administrators had visible spines.
- * To increase research collaboration between the College of Engineering and the main campus, it is important to provide limited time parking so that we can attend meetings and defenses. The area of Panama City Parking could perhaps be modified to allow a few parking places as a trial to see how they are used. The current parking situation requires that I plan to arrive an hour before every meeting in case I have to search for a while or walk a long way.
- * Let's try to protect faculty speech from those who would not let us say gay or diversity
- * Better parental leave policies
- * Thank you to the UFF and BOT bargaining teams for entering into the dialogue and being willing to talk across both shared and differing aims. I appreciate it very much.
- * Travel money for research related activities increased
- * Parental leave for a second child.
- * Post-tenure review procedures.
- * None
- * Don't let us lose academic freedom.
- * Keep tenure alive!
- * Cost of living adjustment.
- * Cost of living to keep up with inflation is key this bargaining session, I think. Emphasizing the importance of salaries for faculty retention (not just recruitment) is something we should really lean on - I worry if the administration doesn't make a good faith effort in meeting our needs this year that will be the last straw for many of our colleagues.
- * Faculty governance and rights in general. Academic freedom.
- * I strongly feel that the union has become too politicized and thereby distracted from its core mission of advocating for the faculty. In particular, the union has openly advocated for particular positions on political questions such as the proper role of DEI (if any) in higher education. I do not agree with many (most?) of the union's positions on many of these issues; for example, I support the current administration's initiative to ban requiring diversity statements in faculty hiring. I strongly recommend the union to remove politicized issues from its bargaining priorities, excepting those that directly and unambiguously relate to the core mission of the union.
- * Additional parental leave.
- * Performance raises for successful post-tenure reviews
- * Tenure protection. Recruitment is pointless unless and until it has been strongly affirmed.
- * Adequate representation of diverse voices
- * Staff need better pay. Retaining staff is important for a smoothly functioning institution.
- * Inflation is high and salaries are not keeping up. Even if inflation tempers, the cost of living has already increased so salary are making less than what they did two years ago
- * We have a large inversion problem, and may lose some key faculty if it worsens.

Legislative Issues

UFF-FSU engages the Florida Legislature to protect faculty rights and interests. Please share your opinion regarding the following issues:

Legislation to eliminate or defund university equity, diversity, and inclusion (DEI) or critical race theory (CRT) initiatives, teaching, or research.

649	98%	
19	3%	Strongly support
33	5%	Support
57	9%	No opinion
82	12%	Oppose
458	69%	Strongly oppose

Legislation requiring that instruction be restricted in scope to government-mandated views of what constitutes Western Civilization.

649	98%	
4	1%	Strongly support
14	2%	Support
40	6%	No opinion
67	10%	Oppose
524	79%	Strongly oppose

Legislation removing faculty input from faculty hiring decisions.

652	98%	
2	0%	Strongly support
1	0%	Support
8	1%	No opinion
53	8%	Oppose
588	89%	Strongly oppose

Legislation requiring a new process of post-tenure review of tenured faculty.

649	98%	
17	3%	Strongly support
36	5%	Support
81	12%	No opinion
143	22%	Oppose
372	56%	Strongly oppose

Legislation requiring an administrator- or trustee-driven review of tenured faculty at any time without due process.

651	98%	
1	0%	Strongly support
9	1%	Support
21	3%	No opinion
88	13%	Oppose
532	80%	Strongly oppose

Legislation that would require public sector unions such as UFF to have 60% dues-paying membership or be decertified, meaning FSU would no longer be required to bargain with the UFF-FSU faculty bargaining team.

652	98%	
6	1%	Strongly support
11	2%	Support
32	5%	No opinion
76	11%	Oppose
527	79%	Strongly oppose

Legislation that would prohibit union members from authorizing payroll dues deduction.

649	98%	
7	1%	Strongly support
10	2%	Support
79	12%	No opinion
101	15%	Oppose
452	68%	Strongly oppose

Do you have additional comments regarding legislative issues?

- | | | |
|----|-----|--|
| 96 | 14% | |
|----|-----|--|
- * Our constitutional right to form unions and bargain collectively is being eroded by the Governor and Legislature
 - * Legislation that would prohibit union members from authorizing payroll dues deduction. I do not understand this point, thank you.
 - * No.
 - * Florida Gulf Coast University faculty do not have tenure. This institution shows no evidence of becoming a strong research institution. It has a 56% 6-year graduation rate compared to FSU's 83%. Institutions that don't have tenure protections remains research weak and do not inspire students as much as institutions that do have strong tenure protections.
 - * Please let faculty know the best way to make our voices heard on these issues so that we may protect faculty and the university system...

- * Administration needs to understand that these issues are driving excellent faculty members away from FL and FSU. We're losing people - several well-funded professors in my department are leaving this year, and many more of us are actively looking or at least open to leaving. Universities elsewhere view faculty in FL as moveable right now and I get inquiries regularly assuming that we are all looking to get out asap. We are also not able to hire our top candidates for faculty positions. If they have offers elsewhere, they won't come to FL. Several have explicitly stated that the reason they turned us down is state meddling in education.
- * I feel MASSIVELY frustrated at having worked very hard on multiple fronts for the past decade to rise in the national rankings only to have the governor and legislature denigrate the university system and, seemingly, further polarize the people Florida.
- * the legislation is a calculated power play by a political view that is afraid of independent and diverse viewpoints - see what happened yesterday in Tennessee and the legislature expelling duly elected representatives with views different from the majority.
- * Good Luck!
- * Geez, these are all a mess. And seeing them again, this time succinctly listed, isn't fun.
- * Thank you for all the union does to support faculty against harmful legislation!
- * Legislative issues are my primary concern. Very serious.
- * No
- * This has been one of the most disheartening years ever to be a faculty member in the state of Florida. The recent legislative issues will make us lose faculty and hinder our ability to hire faculty.
- * I think the union would get more members if it changes the membership fee from being 1% to a flat rate for all members.
- * It would be good for UFF to track success rates in recruiting/hiring faculty, particularly BIPOC.
- * I would like to see the university take a stronger stance on the above issues, though I recognize the current approach may be strategic in its silence. I also hope that we continue to speak out against gun legislation, as I believe the laws being passed make our campus less safe.
- * These are so incredibly problematic, and there are so many things it's overwhelming.
- * I am a new faculty and relatively ignorant of a lot of these procedural aspects regarding hiring and tenure review. Additionally, I think the first question is quite broad. I don't view DEI and CRT as necessarily aligned and I think there is a difference between not funding initiatives and eliminating them.
- * All of the proposed legislation regarding education is openly hostile and unsupportive of students, faculty, staff, and some administration. How can we expect to retain and attract highly qualified employees in this environment? If I had a choice, I would not come to Florida. And in the future, should I have the opportunity for employment elsewhere, I would leave. Why would I want to stay in a place that neither values or respects me as a professional?
- * Politicians are elected on a simple majority, are they not? Last time I checked that number was 50.1% or something thereabouts. That's called democratic process. 60% is non-democratic.
- * These issues are foundational to the work we do as academics. I think every issue mentioned here should be non-negotiable.

- * With regard to DEI and CRT, I strongly oppose any bans on teaching or research in these areas, but I do not believe we should grow any university-wide initiatives controlled by administrators in these areas. It is not good for faculty if university bureaucrats are given additional means--means that are not directly tied to the quality of faculty teaching or scholarship--to assess, harass, or discipline faculty.
- * It is obvious that all of these legislative measures are founded on a goal of reducing, in some cases greatly reducing faculty rights and agency.
- * What else is there to say? The actions of leaders in our current state government have made Florida a joke and a cause for pity around the country and the world. I interact regularly with colleagues outside our state and they now start all conversations and emails with jokes about Florida's government or I'm sorry you are having to deal with that - are you thinking of moving. I know the union is doing everything it can. It would be nice to think our government values our work, but at the moment clearly they don't.
- * The board of governors should not be morons who are friends of politicians, and have no clue how a university functions or runs. The legislators have killed tenure in Florida at this point, so the university should rename their Tenure-track positions to Non-Tenure Track positions to just be in line with what the legislators want.
- * thank you for your work on our behalf!
- * If the policy already adopted giving at -will, 5-year, non-appealable contracts under the cynically misleading name of post-tenure review is joined by any of these repugnant laws mentioned above, it is time for the union to strongly advocated loss of accreditation. Far less serious policy and procedural issues endangered accreditation at UF and required its last president to make changes. FSU does not deserve accreditation, recognized degrees, or federal research money if it accepts such blatant political interference degrading academic freedom, hiring, and tenure. It is also very disappointing that the departments continue to hire without making it clear to applicants and those that will start next fall that their tenure-earning effort is a facade. The union should expose and repudiate this hypocrisy.
- * Legislators should not tell us how to do our jobs.
- * American democracy is a farce and fascists in government must be defeated at all costs to have a chance of creating a better future for working people. Aside from that, I have no opinion.
- * I do not have any additional comments.
- * Just an observation, really . . . it is extraordinary how quickly market-driven solutions are abandoned when they don't appease the gods. For 20+ years we've been told that students are consumers and syllabi are contracts. The State is now disregarding that language because it is expedient. We've now passed from a neo-liberal to a neo-conservative, if not explicitly reactionary, regime. Politics is about power, not the best argument . . . I know that. Still, this whole process lacks even the thin veneer of legitimacy.
- * NA
- * One of the reasons I have not left FSU for faculty roles elsewhere is primarily due to our union representation and our history of bargaining for faculty benefit. I care about this institution, my colleagues, the students, but I do not know if I will stay here if I this legislative issues move forward.

- * Nothing I can say that hasn't already been said. Patently absurd what we're dealing with at the moment.
- * The legislation mentioned above is badly conceived political gamesmanship, and the freedom these clowns pretend to espouse should extend to the pursuit of knowledge and a just community.
- * I strongly oppose executive actions or legislation negatively impacting access to healthcare for transgender and non-binary faculty, staff and students.
- * The union is a collective body of colleagues that provide a voice to promote equal access for All. However, the intentionality of the legislators to circumvent their individual beliefs in to laws is non- democratic and depicts third world sanctions that benefits the powerful. The constitution was created to serve the people. As a member of the union, it is imperative that we NOT get distracted and know their ultimate goal is to dismantle K-20 public education. Keep sending emails, letters, and legislative information so that we are well equipped for the fight ahead.
- * All public sector unions should have the same requirements/specifications.
- * Post-tenure review is not a bad thing. Changing the nature or format of post-tenure review is not necessarily a bad thing. However, simply handing the process over to administrators or trustees is a bad idea.
- * The University should step up to speak in favor of the union. As much as its a relationship of conflicting interests and negotiation when it comes to salaries and benefits, it's a symbiotic relationship when it comes to defending academic freedom. The University is better off with a strong union.
- * This is a no-brainer.
- * The university system is in the brink of collapse if these bills become law. The administration must work with the union to preserve and sustain the achievements of this university.
- * My possibly confusing opinions above reflect my belief that DEI is part of the current administrative glut and thus wastes a lot of money better spent on faculty (such as raises).
- * Strongly oppose probably isn't a strong enough word for how strongly I oppose all of the legislative items above.
- * These bills are an attack on democracy. Have these legislators elected by the people have no shame?
- * Consider reducing or removing union dues to increase membership. The current cost is very high especially given that salaries have not kept up with inflation.
- * I would caution against going to the mattress to defend DEI. The reasons: a) it is a political loser that turns public and political opinion against it because it appears as the defense of special interests, b) defending general freedom of thought, speech, inquiry, and instruction will accomplish the main goals of DEI while retaining public and political support.
- * Everything this current governor and legislature are proposing is destructive to public higher education in Florida. Faculty will leave. Out-of-state students will (and probably should) refuse to attend a place that censors its faculty.
- * I'm really concerned over the loss of the union and it's protections (cba, etc), if we don't hit 60%.
- * Thanks for all your work and advocacy on this!
- * I have no words for what is happening. It is terrifying

- * By going too far in supporting transgender issues, which many MODERATES do not support, and by conflating such issues with the much more important issues of racism and nativism, the left has given the far right real ammunition and real traction. UFF must aim for the support of moderates.
- * It is very clear that the State of Florida has decided to destroy its own research universities. While it is within the State's right (and the voters' rights) to do so, it is also very sad and tragic to me that FSU is going to die as a genuine research university with academic freedom and tenure since the union will almost certainly be decertified soon.

I cannot understand the complacency (and refusal to acknowledge reality) of colleagues across campus who are refusing to join the union and are leading us on a rapid path to decertification and destruction of this union and research university. Which part of no union=no tenure do colleagues on campus not understand? Which part of no union=Richard Corcoran / Donald Trump as our next FSU president and will fire us all and replace us with Hillsdale curriculum do they not understand?! I'm really not f&^%\$## getting it.

I think that an alternative to the current attacks would be to force faculty across campus who already represent viewpoint diversity (e.g., the stereotypical woke English professor and conservative finance professor) to spend an hour per week exchanging views, finding points of (narrow) consensus and agreeing on other things that they disagree on---they can do so publicly with students and even the press in the audience. Doing something like that (while disrupting an hour of work time per week) would be much more constructive than destroying tenure and destroying academic freedom for all. I actually do trust that academics can truly deal with opposing viewpoints constructively and thoughtfully, which is part of our daily intellectual work in research and teaching!

- * Some disciplines are more at risk than others.
- * I do not not oppose post-tenure reviews in principle but believe that existing procedures already exist.
- * can dues be lowered for specialized faculty and assistant professors to help increase union membership?
- * It would be great if information about membership percentage in each UFF institution becomes available for UFF members.
- * Worst legislative session - time to leave...
- * While the UFF-FSU union does not want to hear it, should the union not be able to obtain 60%, there would be other bargaining units that would step in, most likely, a special sub-committee of the faculty senate.

Regarding compensation, work from K-12 decertification in states such as Wisconsin has shown that there are increases in teacher compensation (<https://www.aeaweb.org/articles?id=10.1257/pol.20200295>). Thus, there is evidence, albeit in a different educational environment, that wages will increase for high quality faculty, and the average quality increases a few years following decertification.

There are also other benefits to dissolving the union, such as the ability to negotiate to retain faculty before they generate an outside offer. The current CBA requires an outside offer before retention agreements can be made, which makes it more difficult to retain highly mobile (read highly productive) faculty.

- * Recent legislation has begun the gradual destruction of Florida Higher Education.

- * Legislation requiring that instruction be restricted in scope to government-mandated views of what constitutes Western Civilization. I don't even understand how they can do this. This seems to threaten not just academic freedom, but freedom of speech.
- * This legislative session is such a mess. Can UFF provide guidance on what issues we should fight most strongly for and which ones we have the most hope of impacting? I ask because I'm connected to a large group of moms in Tallahassee and I can encourage collective action related to education but I feel like I only have 1 ask/shot so I want to know how best to use it. The more updates and explanation about what's happening in the legislature the union can provide, the better.
- * The system works well now. Why are politicians trying to fix something that is not broken?
- * What does Meatball Ron have to do before we can call for impeachment?
- * There is no academic freedom with what would be, essentially, at-will employment.
- * Must stop republicans destroying all aspects of higher education!

Keep guns off campus

- * There is value in a union, but these are complex questions that cannot be answered in the limited ways provided here. Hence, often I say no opinion.
- * I'm in search of a new job due to the above mentioned issues and lack of cost of living raises that keep up with inflation.
- * Legislative issues are my biggest concern as a union member.
- * I find the first two questions in this section are problematic. First, survey questions should ask one thing, not multiple things at once. Otherwise, how will you know which questions participants are answering. Often, these types of questions are used to get the answers we already want. To lump DEI and CRT together is biased. I am engaging in promoting more diversity and inclusion among my students, classes and student orgs of which I am an advisor. But, let's face it, some of the CRT today goes too far. Yes, if CRT was applied in an attempt to improve things and better society, then I am all for it. But, often it is used to assuage and further divide. And what the heck is that Western civilization question asking about? Of course, no one should think we should restrict the scope of instruction in that way, but is this question more of an extension of the first one? This is why I am hesitant to join the union. I feel the union does great things when it comes to salary and benefits, but when it gets involved in political issues, I am not sure my best interests are at heart, rather the political views of others. One more thing. I have enjoyed tenure in the past, but now I see it as a hindrance because too many who earn it develop poor work habits and the students are the ones who suffer. We are an educational institution after all. If we cannot demand that tenured faculty continue to perform well in the classroom, then what the hell are we doing?
- * I hope the restrictions on guns on campus remain in place.
- * HEIs in Florida must take a stand against any legislation that impinge on the rights of educators, teachers, university faculty and staff to do their job. Teach what they were trained to teach without constraint or censorship; retain and support minorities, immigrants, foreign-born, BIPOC, LGBTQ+ faculty, staff, and students.
- * F!@# DeSantis.

But seriously, I would like to receive clear guidance from FSU administration about what I can and can't be doing in my classroom. The silence from upper administration about all of the recent DeSantis bills is extremely disturbing to me. In addition, I would also like to receive more information about what the post-tenure review process is going to entail.

- * I am very concerned about faculty morale in light of the current state priorities. We are losing seminal voices, such as endowed professors, given the attacks on higher education. I am concerned about 'brain drain' and the silencing effect this will have on our long-term trajectory. Junior faculty are also thinking about leaving the university and its becoming more difficult to recruit talent in light of the media coverage.
- * Please fight against these.
- * The legislature has overstepped its reach on so many issues and has abandoned any pretext of actually helping citizens, particularly those most in need!
- * Nothing worse than DeSantis and republican legislature
- * Politicians have no place in micro-managing a university.
- * I already see the impact these legislative proposals have had on the recruitment of faculty and staff. People are afraid to stay in Florida or come here to work in a public university.
- * This is all terrifying and no doubt will have an impact on who we are able to recruit to faculty positions across our state. Really a sad state of affairs and feels like we are all pawns in a political game we didn't sign up for.
- * It's amazing they can propose this stuff with a straight face, especially while exempting the police and firefighters.
- * Intellectual freedom is under constant threat these days. Thanks to our representatives fighting the good fight.
- * God help us all
- * I believe the union has erred in its public statements by discussing DEI issues in the same breath as tenure-related issues. Tenure issues relate directly to faculty benefit. I expect that nearly all faculty will agree with the union's position on these issues and oppose legislation that weakens tenure. Moreover, we can make a persuasive apolitical case for tenure in that it makes Florida state universities more competitive by enabling us to recruit qualified faculty. DEI is a completely separate issue about which reasonable, well-intentioned people can and do disagree. I personally consider current university policy on DEI to be harmful to the mission of the university and my own personal benefit. I support the governor's legislation on this issue (though not on tenure issues) and for this reason alone, I cannot support the union.
- * Where is the FSU administration on these legislative issues? I am disappointed by the admin silence. It would help to hear from them that they stand with the faculty and support us.
- * I also feel that the legislation attacking transgender individuals is problematic for the university, as we have transgender students, staff, and faculty.

- * Aside from the inconvenience of losing automatic dues deduction, that issue isn't of great concern to me. The other issues are, frankly, not justifiable as widespread policy. In this day and age, fighting a battle for so-called moral or intellectual superiority is silly. I have lost every ounce of respect I ever had for our governor and for the state of Florida as a result of these proposed legislations. These folks are not leaders making decisions using evidence-based reasoning; they are petulant juvenile thinkers throwing their weight against a system in the interest of fighting a threat that only they can see or, apparently, only they can contrive. What a thoughtless waste of what is already a fragile democratic process. What hurts me the most is seeing lost opportunities for the right and the left to learn to co-exist and discourse together across difference. Most of us in the U (though not all of us, I recognize) are committed to democratic deliberation in the positive sense. We know we need to live in this world with others who don't think like us. We're willing to lean in and do the hard work of getting along. Apparently our state legislators are not. May their terms be short.
- * The legislation's agenda for reducing the scope of research and teaching at florida state schools has made our individual programs at fsu much less competitive: we already can't draw the students we might have been able to enroll and I have had a learned society turn down the opportunity to host a conference here in response to the unpredictable state political climate of censorship and repression.
- * Issues around teaching, words, topics, etc and and LGBTQ communities
- * we should have a plan for what we will do if all this legislation goes through
- * The right to choose appropriate materials (including textbooks) that are best suited for the content needed. This is nursing and should be chosen by faculty who are knowledgeable about what will be on the nursing licensure examination following graduation from the program. This should NOT be chosen by those who are only looking at the price and want the cheapest available.
- * These policies will make it more difficult to recruit and retain top-tier faculty.
- * Hopefully we can reach a critical mass to oppose the anti-union measure. If it passes I believe there should be a legal challenge. How can the legislature establish these arbitrary percentages???
- * I am deeply concerned about school safety with the new legislation loosening concealed carry in Florida. What can FSU do to keep our community safe?
- * Stop the madness

General Survey Questions:

Generally speaking, I'm satisfied with the way things are going at FSU.

651	98%	
27	4%	Strongly agree
202	30%	Agree
165	25%	Neutral
170	26%	Disagree
87	13%	Strongly disagree

Faculty morale is high at FSU.

649	98%	
17	3%	Strongly agree
104	16%	Agree
174	26%	Neutral
215	32%	Disagree
139	21%	Strongly disagree

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

647	98%	
32	5%	Strongly agree
170	26%	Agree
218	33%	Neutral
95	14%	Disagree
45	7%	Strongly disagree
87	13%	Not sure

The FSU administration advocates for faculty rights to our trustees, the Board of Governors, and the Florida Legislature.

640	97%	
22	3%	Strongly agree
155	23%	Agree
254	38%	Neutral
142	21%	Disagree
67	10%	Strongly disagree

Faculty and staff parking is satisfactory at FSU.

648	98%	
46	7%	Strongly agree
215	32%	Agree
168	25%	Neutral
142	21%	Disagree
77	12%	Strongly disagree

The university administration works effectively with departments/units to encourage and retain productive scholars.

643	97%	
33	5%	Strongly agree
174	26%	Agree
233	35%	Neutral
148	22%	Disagree
55	8%	Strongly disagree

Administrator Evaluations

President Rick McCullough's performance has been:

633	95%	
63	10%	Outstanding
217	33%	Good
155	23%	Fair
41	6%	Poor
11	2%	Unacceptable
146	22%	Not sure

Provost Jim Clark's job performance has been:

628	95%	
64	10%	Outstanding
203	31%	Good
101	15%	Fair
30	5%	Poor
9	1%	Unacceptable
221	33%	Not sure

Vice President for Faculty Development and Advancement Janet Kistner's job performance has been:

637	96%	
115	17%	Outstanding
231	35%	Good
69	10%	Fair
26	4%	Poor
16	2%	Unacceptable
180	27%	Not sure

My dean's/director's performance has been:

640	97%	
167	25%	Outstanding
258	39%	Good
108	16%	Fair
41	6%	Poor
22	3%	Unacceptable
44	7%	Not sure

My department chair's or immediate supervisor's performance has been:

633	95%	
241	36%	Outstanding
205	31%	Good
81	12%	Fair
44	7%	Poor
39	6%	Unacceptable
23	3%	Not sure

Professional Work Climate

All things considered, the working or professional climate for faculty in my College/Unit is positive.

641	97%	
101	15%	Strongly agree
258	39%	Agree
142	21%	Neutral
99	15%	Disagree
41	6%	Strongly disagree

All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive.

637	96%	
131	20%	Strongly agree
261	39%	Agree
95	14%	Neutral
73	11%	Disagree
63	10%	Strongly disagree
14	2%	Not applicable

How concerned are you about the possibility of the erosion of academic freedom at FSU?

642	97%	
454	68%	Very concerned
97	15%	Moderately concerned
66	10%	A little concerned
17	3%	Not at all concerned
8	1%	Not sure

How concerned are your colleagues about the possibility of the erosion of academic freedom at FSU?

642	97%	
385	58%	Very concerned
114	17%	Moderately concerned
41	6%	A little concerned
7	1%	Not at all concerned
95	14%	Not sure

Merit assessment procedures in my department/unit are fair.

639	96%	
92	14%	Strongly agree
294	44%	Agree
148	22%	Neutral
77	12%	Disagree
28	4%	Strongly disagree

In regard to the five-point performance-rating scale, I expect my overall rating this spring to be:

638	96%	
2	0%	Does not meet FSU's high expectations
2	0%	Official concern
123	19%	Meets FSU's high expectations
314	47%	Exceeds FSU's high expectations
197	30%	Substantially exceeds FSU's high expectations

Did you actively seek alternative (non-FSU) employment during the 2022-23 academic year?

637	96%	
158	24%	Yes
479	72%	No

Do you plan to actively seek alternative (non-FSU) employment during the 2023-24 academic year?

644	97%	
212	32%	Yes
231	35%	No
201	30%	Not sure

If you plan to seek alternative employment, what factors are motivating you to do so?

252	38%	
*		Florida politics. I cannot teach at a place that censors what I teach my students.
*		The FL legislature's efforts to erode academic freedom and situations like what is happening at New College.
*		may retirew
*		Legislative and personal factors.
*		Legislative action in FL.

- * Department governance and state of Florida legislature
- * non-renewal
- * The attacks on higher education in Florida. The rising cost of property insurance and desire to live in a place without awful summers that last six months.
- * The anti-education climate of Florida and the low pay make it very attractive to consider leaving.
- * Family
- * Florida legislature's attitude to education and faculty. Low salaries.
- * It is primarily for general career growth and feelings of burnout due to under-staffing in my department. I am concerned about the legislation, especially as a marginalized person, but am a Florida native, FSU alumni and longstanding union member. I believe we need to fight against these changes and it makes me sad to look elsewhere during this difficult time. I strongly consider standing with my colleagues who are wonderful and seek to uphold academic freedom, diversity, etc. The Libraries has been looking at how to best support pay equity and merit, etc. as well.
- * The Florida legislature's attack on higher ed.
- * Fascism in FL
- * The political climate of Florida (I do LGBTQ research) and the
- * Mostly Florida politics and its attack on education
- * Possible erosion of tenure.
- * Government interference with teaching

- Peer institutions in other states offer significantly higher salaries
- * Support for research, research and grant support and infrastructure
- * legislative politics of the state under the current governor.
- * I have been here for 22+ years and pay inversion between myself and new hires is appalling. The university/department doesn't care so I might as well seek employment elsewhere.
- * Salary and recent Florida legislation
- * Legislation at the state level.
- * Lack of support within department and legislative priorities within State of Florida.
- * The political climate in Florida, the disappointing performance of my dean
- * The fact that our state is under the control of a dictator masquerading as a democratically elected official who has a legislature determined to enable him at every turn.
- * I am beyond normal retirement age but if I was young and had children, I would not seek out states like Florida with strong bias against empowering K-12 teachers. they have been rubbishing K-12 in this state for decades and now are preparing to let it wither while ridiculous situations like Tallahassee Classical School occur with public dollars. Now they are coming after the universities without any moderation. It will have to change back after the present administration has gone - but the climb back will be much harder than being pushed off the cliff as we are now.
- * There is nothing about this institution or this state that appeals. I'm only here because it's a good job. The administration could do more to foster loyalty to FSU. Perhaps more "cheerleaders" in the abstract sense.
- * Being employed at a university that is not Florida State University. Leaving the state of Florida altogether because of the increasing attacks on academic freedom and the entire mission of the university/higher education.

- * The cultural wars and accompanying legislation in Florida have made me consider leaving the state--actions against gender-affirming care and what is going on at New College is upsetting.
- * Senior Colleague committed battery on me in front of his wife. A month later, their friend -- another Senior Colleague -- targeted and harassed me over listserv to entire dept and also graduate students. Went to Tallahassee Police. Opened two police reports. Ongoing harm. Union has done nothing, so I might be leaving this Union. This Union has no commitment and no comment on harms disabled faculty endure as condition of employment at FSU.
- * Climate in Florida and the legislation. I have two interviews scheduled for this month.
- * The state governments actions and salary compression
- * The insane Legislature and governorship of Ron DeSantis.
- * I was happy in my position and received 'exceeds expectations' reviews every year, along with teaching and research awards, but I am growing concerned about my long-term prospects in this state, given legislative attacks.
- * Pay - near complete disregard for inflation and merit
- * The political and legislative climate in the state.
- * Two factors: 1) the current political climate in Florida, resulting in university faculty being dragged in as targets in the culture wars, 2) changes to the teaching regime made unilaterally by my departmental chair. Both of these things are related: they both express a general climate of authoritarian, top-down command culture extending from the governor's office to departments chairs. We are living in troubling times, when those who hold legal authority feel free to use it any way they please, regardless of the opinion of their constituents.
- * The erosion of academic freedom and political environment about DEI-related issues. I cannot do my research, recruit students and have the kind of career I want as a scholar if I feel constantly under attack for researching issues related to DEI. DEI is central to everything I study, even though I am not specifically a scholar of identity. The constant stress of the way politicians are attacking our academic freedom, and the lack of public support and encouragement from leaders of our institution, simply don't make it tenable for me to stay here if things continue down the current course. I hope things will change, because I would like to stay at FSU and build my career here, but it only seems like things will continue to get worse.
- * Permanent position and salary
- * The anti-higher ed political climate and gun safety legislation in Florida.
- * Low salary
- * I am not actively seeking to move yet, but my family has started conversations about what that might look like, if the legislation being passed is acted on. If it is just a political show, we could ride it out. But if it is all actually put into practice, this would not be a state I would voluntarily continue to work in.
- * The recent laws passed or planned to be passed: the changes to tenure, the 6 week abortion ban, and permitless conceal carry. My partner is 40, and we are trying to have a child. We're worried for her health due to the abortion ban, and so are considering temporarily moving to another state if/when she becomes pregnant. FSU and my department are wonderful, otherwise.
- * New legislation
- * academic freedom; culture in my department
- * Clear guidance on the goals for my role, having adequate support to succeed in my role, salary.
- * Salary and rank

- * Florida legislature and Florida governor
- * Florida Laws
- * i need to make more money than what I am being paid, so I am an adjunct at neighboring university and also do consulting work.

As a non-tenured specialize faculty member on renewing 12 month contract, I feel like I need to stay connected to other employment opportunities in my field in case I get fired. Without these connections or leads, it will be harder for me to get work if I am fired or my contract isn't renewed because new legislation/administrative oversight views my work as problematic, not in alignment with certain definitions of Western Civilization, too woke or whatever they come up with to justify exclusion of ideas that don't adhere to a painfully limited and fear-based ideology that only accepts Judeo-Christian, patriarchal and Euro-centric narratives and values.

- * Fleeing Florida due to the legislations actions and political climate targeting vulnerable populations and historically disenfranchised communities.
- * Work environment
- * Disorganization of our dean; endless empowerment and excessive salary increases for administrators (\$20,000 for one) and faculty concerns are listened to and then completely ignored. We're exhausted and irritated because none of the changes have moved the college forward. Just the opposite.
- * Salary compression, high cost of living in Tallahassee and Florida.
- * Salary compression, lack of resources to do what I want to do with my program, and the governor's ever-growing list of issues connected to education (academic freedom, tenure review, limiting materials, etc.).
- * Political climate in Florida that is eroding higher education.
- * If the current climate of control continues or worsens, I would consider leaving for a climate that is more conducive to student and faculty growth, autonomy, and development. We cannot have a strong university without diversity.
- * Stability, salary raise, resources
- * burned out - no positive input from department leadership and higher up - Florida political climate overall
- * I don't see a good ending to all that's happening in Florida right now regarding higher education. I think McCullough will be here for one or two more years before he leaves or is booted. And then with new rules in place, they will instill someone like Ben Sasse or Ed Cochoran to lead FSU. I will fight with the union to prevent this, but if the union goes, then FSU will severely diminish in ranking and prestige. Also, I honestly don't see or hear how University leaders are positioning themselves to defend us. I don't hear unambiguous support from them because they are so driven by self-preservation. It's pretty demoralizing. It would mean a lot if McCullough or Jim Clark sent out message stating unequivocally that they had our backs and would maintain stability and empower faculty as much as possible through this situation. But I have no heard none of this. Yikes.
- * Inadequate support from department
- * Inability to receive a pension now that I am full time resident faculty.

Not have tenure options at the FSU Panama City Campus

Since I am not tenure track, little incentive to conduct research however as PhD, it seems counterproductive to not conduct research so I do it in addition to my AOR.

- * I've published a book this year I'm a tenured radical and godless socialist, low-hanging fruit waiting to be picked . . . the post-tenure review mechanism is meant to eliminate folks just like me. I suspect that I have 2-4 years to leave the SUS before I'm fired.
 - * Very low salary for my experience and performance.
 - * The absurd efforts of the Florida legislature to curtail academic freedom (in addition to their other efforts to sanction books and vilify diversity in the state).
 - * Work-Life Balance; extremely heavy teaching load.
 - * political climate in florida.
 - * Recent legislation and non-competitive salary
 - * Erosion of academic and professional integrity in the state of Florida. I'm concerned that having any Florida institution on my CV is going to become a black mark soon, so I'm looking to flee as soon as I can.
 - * The political climate of Florida. Better salaries in other sectors (non-academic). Dedicated support of remote work.
 - * Current attacks at academic freedom.
 - * Erosion of academic freedom in Florida, threat to departments/ programs/ faculty.
 - * don't focus too much on numbers, but also focus on faculty's work quality and show fairness on evaluation
 - * NA
 - * Statewide policies requiring us to misrepresent knowledge to our students.
 - * Bad climate in workplace/unsupportive or unhappy colleagues not related to state legislative decisions
 - * The behavior of my peers.
 - * Faculty pay in the College of Fine Arts is much lower than at other institutions with a comparable reputation. Staff and OPS employees in our department are paid an alarmingly low wage. There have been recent hirings in my department of faculty members whose knowledge and skill is substantially below the expectations and reputation of the department.
 - * Departmental climate, lack of any staff in dept for a year+, lack of appreciation for faculty efforts during covid 19, state wide anti-science attitude making it hard to do my job and encouraging hostile students to disrpt class or leave aggravated student reviews, intensifying witch hunt behavior by state appointed political positions within higher ed
 - * no comment ... do not trust this survey's anonymity.
 - * Florida turning into an authoritarian right wing theocracy
 - * Loss of academic freedom and erosion of tenure in Florida.
- Also just the general shittiness of Florida's culture at the moment on things like gun control, reproductive rights, environmental protection, etc.
- * To earn a higher salary
 - * The research environment in my department is less than satisfactory. There are a lot of associate professors who do not do much research. Rather, they spend time on unnecessary services, which waste the limited research time of those who actually want to spend time on research.
 - * As an early career researcher, it's hard to feel like there's a future for me in Florida.
 - * FSU in particular and Florida universities in general have been degrading in quality for all 25 years I have been on the faculty. State government interference is the most obvious of late, but more dangerous has been the slide toward an administration that seeks to manage what amounts to a consulting firm as opposed to facilitating a creative scholarly enterprise with an

agenda set by the tenured faculty rather than popular trends of interest to funding agencies in order to secure their budgets from the federal legislature. The willingness of a subset of the faculty who are encouraged by the dean/provost controlled pseudo-merit raises continues unabated by recent events and will almost certainly split the faculty into politically impotent groups. It is becoming impossible to participate with a good conscience in faculty recruiting, hiring and tenure reviews. The administration and union both seem to be hoping it will blow over. It will not. Universities in Florida are becoming very bad parodies.

* Trying to get out of Florida.

* My position isn't permanent. If I can get support to prioritize some deep work elements of my role, I'd be happy to stay. Right now, I'm doing a lot of clerical work reducing what is deemed as productive in an academic faculty position. The clerical work is vital. However, detrimental to my reporting of productive instructional and research roles.

* Current proposed legislation

* Governor Disantis, Tallahassee itself

* climate, safety of my children (guns, etc)

* more positive work environment and better pay.

* FSU provides limited opportunities and little incentives for specialized/teaching faculty member to conduct research, even though research is a life blood of our profession. Being active in research activities helps to keep our teaching innovative and fresh. It also contributes to FSU being a tier one research institution. I feel that my other alternative--since there is little incentive for us to do research--is to be a practitioner in the field and to do consulting work. This will help me to stay active in my field and to build networks for my department and students.

* Florida policies and legislation impacting the wellbeing and academic freedoms of Black, Indigenous, and other faculty of color as well as lesbian, gay, bisexual and transgender faculty. The agenda of the current administration also directly impacts the quality of education in my fields of work.

* Lack of inclusivity.

* our GOVERNOR's assault on ACADEMIC FREEDOM and my resulting concerns about my professional future.

* Governor DeSantis's irrational and reckless attacks on the Florida university system.

* state legislation on bodily autonomy

* FL Legislation and threats to academic freedom limiting community and societal progression.

* The FL legislature.

* The state of Florida attacking higher education as well as K-12 (I have children and I no longer feel that they can get a high-quality education here); salaries are too low here; research support/infrastructure for my area is better elsewhere.

* I am not treated according to my qualifications.

* state government fascism, moving closer to family

* Current political climate in the state of Florida and the threat to the university

* Anti-faculty legislation by the Florida government.

* If I do seek alternative employment, the factors driving this will be what is happening on many fronts at the legislative level that is very concerning. This is a state that has had a remarkably strong education system, one to be proud of being a part of - the current political powers that be seem hell-bent on destroying that.

- * Salary
- Working flexibility
- Large classroom sizes and no support projected
- * Pay
- * The political climate in Florida does not support my research which focuses on Black feminism and intersectionality. I am disappointed that the administration has not taken a stronger stance with Gov. DeSantis about his attack on academic freedom. I just received tenure and now I have to question if I even have a future at FSU. All that hard work and to pass legislation that allows non-faculty to re-evaluate me or determine if I remain employed is a slap in the face.
- * Florida politics and the governor's attacks on academic freedom.
- * attacks on higher education and faculty by state legislature
- * The legislation that looks like it's going to pass until law will utterly undermine everything that tenured faculty have worked to build and protect. We will have no job security, no assurance that we can pursue our scholarship wherever it leads us, and no assurance of protection by the administration if our union is decertified. I don't see why anyone would stick around for this.
- * HB7 and HB999, if fully implemented, will fundamentally alter the nature of my employment.
- * The political pressure on academic, post-tenure review, uncompetitive salary
- * Less salary
- The missing parts on doing great research activities and the lacking strong support from the department/college level to promote top-tier research activities
- * The Political Climate
- * disrespect by tenure track faculty - look down upon teaching faculty
- * Pay and workload. It's painful to be overloaded with responsibilities, to do them well, also exceed scholarship expectations, and remember that my salary remains below market and below many of my peers.
- * #NAME?
- * FL government's attack on education at all levels, reproductive rights in FL, laws related to LGBTQ+ in FL
- * political climate in Florida, extremely low morale in my Department, unstable leadership in my unit, lack of resources (or fair access to available resources) for supporting my program of research.
- * Proposed legislation regarding academic freedom and speech, and proposed legislation affecting women's bodily autonomy and access to healthcare.
- * inversion, political climate in florida, aging parents
- * The political climate would be first along with the elimination of tenure. But also my department has become a hornets' nest with faculty members attacking each other and the chair gossiping about people behind their backs so that colleagues are hostile to one another.
- * I was offered a job at another university This made me wonder why I was staying at FSU as I have much to complain about with a dean who crippled my program this year, our unit's poor buildings, resources being taken away from the students, and infrastructure issues. But, I am staying to keep fighting for freedom of speech, academic freedom, and democracy. Thank you for all you are doing!

- * lower pay, politics in the state, understaffed in critical areas (dept level, grants admin, other offices across campus)
- * Look in a different state, and/or look for better compensation
- * Legislative issues that threaten academic freedom and the sanctity of tenure; the mandated loss of limited access in our program without receiving additional resources (so far) from the university
- * The FSU hiring process is extremely slow in hiring new faculty personnel. In the case of my team, I cannot envision how many people will be in the Lab after 10 years. Many people have retired and will retire, but FSU hasn't helped us find replacements for them. Their work is very poor. I believe many applicants knock on the door of the Magnet Lab, but they give up on the application and move to other research labs or companies due to the no notification, slow hiring process and low salary. I think FSU does not care about the future of the Magnet Lab.
- * Generating a meaningful raise, as the negotiated raises, even merit raises, generally do not keep up with inflation and there tends to be salary inversion without an outside offer to discipline the university.
- * higher salary in private sector
- * State's adversarial agenda to eliminate tenure protection, get rid of the union, restrict specific topics, erode academic freedom, rank the various programs (seems a pretext for cancelling programs), etc.
- * All of the above plus gun legislation
- * Legislative changes in Florida. Salary increase.
- * Uncertainty around job security, uncertainty around academic and professional freedom, uncertainty around living in Florida, concerns about going along with things and hating it and also not going along with things and getting in trouble.
- * The poor performance of my immediate supervisor in their role. I would not be looking for another position if my program were competently managed.
- * Loss of tenure, lack of reward for high productivity
- * Retiring and may choose to reenter the workforce
- * Salary increase, opportunities for more responsibility, concerns over increased authoritarianism in Florida.
- * Balance between salary and increasing living costs
- * Attacks on higher ed by state politicians.
- * recent FL legislation related to higher ed and other issues (e.g., abortion, gun laws)
- * I will be seeking alternative employment for two reasons: 1) concerns over academic freedom; and 2) concerns over serious mismanagement of resources and personnel at the departmental level
- * Political climate in the state of Florida Hate campaign of Ron Desantis.
- * Legislative attacks on higher education in FL, weak FSU administrative response; salary stagnation
- * Concern about what the actions of the legislature will do to the quality of the university system
- * The political climate and legislative efforts to erode our work, but also all the other legislation that impacts me and my family outside of academia; the fear that things are only going to continue getting worse; inability to compensate my team fairly; climate change and wanting to leave Florida before I cannot afford home insurance
- * Assault by a hyper-politicized state executive and legislature on the time-honored principles of academic freedom. Florida has become a laughingstock at best, and a place of great

uncertainty for many academics. I came here in the early 90's and raised a family. I would not have made that choice given the current politics of the state.

- * Salary compression/inversion; lack of valuing
- * So I can have a side business to be able to deduct my non-reimbursed work expenses (like my phone, travel for business, etc.)
- * Already found alternative employment and am leaving FSU in 2023. Factors were the climate in my dept, and the Florida legislature's boneheaded ideas.
- * Extra income
- * Salary and recent political events
- * 9 month salary
- * Pay, job security concerns, academic freedom concerns.
- * The attacks on unions and higher education in Florida.
- * promotional opportunities, career advancement
- * Legislative climate, lack of desire to live in Tallahassee
- * Political climate and hostility towards faculty from state government
- * Salary, change in the legislation that makes me wonder how the situation is going to evolve.
- * Academic freedom
- * The erosion of academic freedom in Florida
- * Very low compensation and work overload for teaching faculty. Also the lack of voice and inability to be part of important decisions in my department.
- * Salary and cost of living
- * The current climate in the state is not great but I have a good job here at FSU so I'm planning to stick it out unless a really good opportunity comes along. Active looking may begin next year for me if things keep heading in the direction they are though
- * Compensation; the crazy, over-stepping politics of FLA.
- * Department stability

- * Availability of resources
- * Adjunct work for additional pay at other universities.

- * Concerns of grant funding ending and being unemployed.
- * I am not optimistic about higher ed in Florida and I see how the distracting nonsense coming from state government is causing a brain drain by driving good scholars out and causing good dean and faculty candidates to not apply. In short, no one wants to come to Florida to be in higher ed and I am concerned that those effects will scale disastrously.
- * Money, salary, feeling like ability to make a difference, better faculty governance, fewer state intrusions into work and home life.
- * Dean performance
- * Cost of living costs
- * An environment where DEI, LGBTQ+, and faculty are respected and teaching on social justice from these perspective is honored and welcomed.
- * FSU can't recruit competitive faculty with the current policies being debated. As a result, it is impossible for our department to improve.
- * Political climate in Florida
- * Compensating for cost of living increases

- * Low pay that doesn't keep up with inflation or reflect the education and qualifications required for the job and proposed/recent legislation in Florida.
- * Florida has become a dystopian nightmare and I have a child in public school.
- * Not being paid enough salary. Republicans trying to destroy higher education and scholarship
- * Post-tenure review and loss of academic freedom, effects to dissolve collective bargaining units.
- * Meatball Ron and his fascist agenda.
- * I am in DROP so this is not an issue. But if earlier in my career I would definitely consider.
- * Cost of living is high. I need to supplement my salary.
- * The fact that this is a f!@# shithole state that wants to f!@# destroy academia and my academic career, take away my hard-earned tenure-track position and make me into a 1-year contract worker to be potentially dismissed by future political appointees.

I won a highly competitive national search for my position when the State of Florida still had a tenure system (with a reasonable PIP procedure for handling tenured faculty who refuse to deliver on the three planks of the faculty role in extreme cases). I entered with no credit towards tenure after several years of high productivity elsewhere due to my units practices for entering assistant professors. Now all of these years are going down the drain due to the State's decision to kill academia, kill tenure, kill academic freedom, and--sadly for me--potentially kill my academic career.

- * Unit (college) support or lack thereof, Florida political climate, lack of concerns truly being heard at the college level.
- * Politics in the state of Florida. Given the many ways these new laws will erode education (drastically curtailing academic freedom, effectively eliminating tenure, undermining K-12 public education so that our students arrive less prepared), and given how we risk losing our federal funding (which will affect students and faculty badly), not only do I think that FSU will become a less desirable place to work as an individual, but I think it will be increasingly difficult to recruit good colleagues and good students. Why would I want to stay if I am not surrounded by excellent colleagues and excellent students? (Certainly not for the money!) I thought I would be here for the rest of my career; now it's anyone's guess.
- * Fatigue. Burnout. Teaching in this university culture gets exponentially more difficult each year, and too many factors of teaching wear on faculty (i.e., course cancellations, last-minute schedule changes, underprepared students, a culture of I can't, I won't, too many OAS requests to handle in a single course, lack of undergraduate student engagement). Too much e-mail activity. Too much to do across the board. 80-hour weeks with still little time to complete major projects on my research agenda or even to complete major grant applications. Too much pro-bono mentoring expected of undergraduates and graduate students. Insufficient funding to support conferences, research leave. No research discretionary fund. Too few opportunities to teach abroad. This is my fourth academic post in 20+. While these factors bear on what it means to work in the humanities these days, of those four jobs this one has worn me down the most. Never have I felt more needed and yet less valued. Abhorrent state politics only add salt to these wounds.
- * Actually, I am considering when to retire! It will likely be in 2024 or 2025. The stress and uncertainty of working at FSU right now is a contributing factor, with all of the legislative issues. Also, I am a very productive faculty member (and have been for years), but my workload is very high, and is unsustainable.

- * The only reason I am on the job market is to receive a counter-offer so that there is a possibility of FSU hiring my spouse. Job seeking takes hundreds of hours per year. I am frustrated by having no other options to seek a spousal hire, and about my looming choice between having a career at FSU and having a family.
- * FL politics
- * Pay, legislature interference with higher education
- * Anti-DEI and other legislation; anticipated erosion of FL public university quality as a result of these legislative efforts
- * Post-tenure review legislation in FL
- * Better payscale
- * Florida political climate, and the legislative hostility and scapegoating toward groups without much power.
- * The bills being proposed by the legislature have made the situation in Florida unbearable. Basically the tenure that I worked so hard to earn has been erased (through the unprecedented post-tenure review and power of the BoG), legislators are trying to dissolve our union, and legislators are also trying to restrict and control what I'm able to teach my students. I'm extremely disappointed by the silence of FSU's upper administration, which is silently going along with these horrible proposed changes instead of pushing back against them.

Since I arrived at FSU, I've been courted by several other universities, but in the past have always said no because overall I was happy at FSU. However, next year I will likely be on the market if all of this legislation passes. Morale among faculty and students is very low, and I feel that I'm no longer able to do the kind of work I want to do in the kind of academic environment I want to be in. The whole point of being a professor is to have academic freedom to be able to educate our students, and we no longer have that.

- * The political climate in Florida is a very strong motivation to find employment elsewhere.
- * Attack on academic freedom
- * Moves by the legislature to eliminate effective tenure.
- * Low salary relative to work load.
- * Academic freedom, freedom of speech, and lack of diversity and equity support for faculty and students, toxic misogynic administration that treats non-TTF faculty as disposable.
- * Worry about legislative attacks on the academy

Other faculty leaving

- * Must have Plans B-Z
- * State Legislation as mentioned in this poll
- * Salary.
- * Crazy laws in Florida, lack of security in the position here
- * consistently lowered standards for student-centered colleagues that are good teachers (poor choices in faculty hires) desire to work among a more professional group of colleagues
- * I would seek alternative employment but am too close to retirement for it to be a realistic option.
- * State legislation, unhappy department
- * Political climate is demoralizing
- * Course teaching load

- * I am not yet, but I may depending on what happens with academic freedom and tenure in Florida. Very concerning.
 - * Governor and legislature
 - * It will depend on if the employment offer I have received is one that I accept.
 - * Recent Florida legislative decisions related to academic freedom, education constraints on the teaching of history, diversity, equity/accessibility and inclusion, and waning restraints on permits and possession of guns.
 - * Inflation and inversion
 - * #1 Salary, #2 Decision making authority in my roles, #3 Leadership/management changes and instability, #4 Interference with and/or abrupt changes to the job that I was hired to do (including changed responsibilities, requirements, or expectations), #5 political environment that is antagonistic to scholarship and science
 - * I was an adjunct for years and have recently been promoted to teaching faculty on a one-year contract with no tenure option ... that doesn't feel me with confidence about my long-term employment options. I'm also concerned about the way Florida is moving socially and politically, so I'm considering living somewhere that isn't like a fire in a clown car every single day. I am here in Florida because of personal family issues (ailing mother), but don't know that I would want to stay here long-term.
 - * Difficult for my spouse to find a job in the area
 - * Lack of merit pay, lack of cost of living raises, lack of support for promotion
 - * Legislation that is attacking academic freedom, and burdening vulnerable communities (e.g. transgender) are placing a substantial mental burden on the faculty. In response, other faculty are leaving. Given that the existing faculty are what attracted me to FSU at the first place, as they leave, so too do I feel pressure to do so. In other words, I don't want to be the last one standing, and I feel the need to create options for myself to make the best decision moving forward.
 - * low pay, toxic work environment, Florida politics and the ways in which they have overtaken higher ed
 - * The security of the state of Florida. There are problems with policy in this state having to do with education overall and gun safety. If I seek employment elsewhere, it will be because of the overall climate in the state. I am happy with FSU.
 - * Legislative nonsense, lack of admin responses to faculty concerns, and the likelihood that FSU will not be competitive in recruitment and retention for years to come.
 - * The erosion of tenure and academic freedom
 - * The legislative changes that are coming.
 - * Florida is awful.
 - * Effective abolishment of tenure. Despicable legislation designed to degrade Florida higher education.
 - * I enjoy my role at FSU and do not plan to seek alternative employment; however, if HB999 impacts how I can teach I may be forced to do so.
 - * 1. florida political climate. 2. department climate 3. overwork in unit. 4. salary
 - * Lack of tenure protections.
- Lack of personal protections for my LGBTQIA family members.
- Lack of freedom to teach DEI content (required by our accrediting body).

- * Legislative interference in higher education - and education across all levels in the state of Florida.
- * Increased income that also improves/sustains national reputation in my area of specialty
- * The lack of leadership and accountability in my department is affecting morale and productivity. We have a toxic work environment and no one seems to care. Faculty morale is at an all time low, our department chair is also the associate dean and teaches two classes. He never answers emails or confronts the problems. The dean is an interim and seems to be turning the other way when problems are pointed out. Faculty are looking for other jobs. We want the situation to change but administration is not paying attention.
- * What may or may not happen in Florida. And higher pay elsewhere.
- * state legislation
- * Loss of academic freedom. Ron DeSantis. Political Climate
- * firearms on campus

- limitation of freedom in teaching
- * A desire to move into administration.
- * While I do not plan to seek alternative employment this year, my concerns about the legislative efforts make it hard to envision a long-term future here.
- * No salary increases or bonuses for Sr. Research Associate position
- * Finding a job in a bigger city, with better pay, and colleagues with more shared research interests.
- * Political climate and cost of living
- 2 The political climate in Florida.
- 2 Money
- 4 Salary

How difficult is it for your unit to hire faculty for vacant positions in your area?

644	97%	
112	17%	Very difficult
274	41%	Somewhat difficult
115	17%	Not very difficult
51	8%	Not difficult at all
71	11%	Not sure
21	3%	Not applicable

If hiring faculty in your area is difficult, what factors are causing that difficulty?

- 235 35%
- * Florida's political climate. Attacks on education, free speech, unions, etc. are a deterrent to hiring great faculty.
 - * The current political climate and the legislation that has passed and is likely to pass.
 - * Starting salary and startup package
 - * a lot of applicants are asking for spousal hires
 - * Legislative action in FL.
 - * Recent legislative bills that will erode academic freedom

- * Florida.
- * Political climate, salaries
- * We were able to fill position with good candidates, but from what I hear in the field, I'm sure there are many people who do not apply here due to legislation and political climate. We've also had a few colleagues who left and were very vocal about dissatisfaction working at FSU.
- * The Florida legislature's attack on higher ed.
- * Fear of
- * Salaries
- * The political climate of Florida and past departmental/college level history of being unable to retain PoC (specifically Black) scholars
- * Florida political environment, especially in a values-driven applied discipline like social work, where we are firmly in the politicized environment's crosshairs.
- * The very public, aggressively hostile posture taken by the governor and legislature. Specifically, we lost a TTF we would have hired because that person perceived Florida to be a dangerous place for a LGBTQ+ person to start an academic career.
- * Location and salary
- * Legislation at the state level and the perception that it will lead to a decrease in academic freedom.
- * Politically environment in Florida has caused candidates to not apply for positions here.
- * The possibility of losing tenure
- * Tallahassee as a location, salary at FSU.
- * Startups are not large and the COE is small compared to all the peers that FSU and FAMU aim to overtake.
- * The political climate of the FL legislature
- * Most people who are qualified, especially for adjunct positions, are not interested in living or working in Panama City nor this campus. This means that we have to depend on the pool of people who already live here to hire adjuncts, primarily for our lower level undergraduate gen-ed courses, and students often leave those courses not having been satisfactorily taught the material, in some cases, receiving no grades or feedback until three months into the semester.
- * Florida now has a toxic brand, so people are taking jobs elsewhere.
- * They didn't want to come to Florida given its attack on higher ed.
- * It's been difficult to attract top-notch scholars because of current Florida politics.
- * Salary and Florida politics
- * Low pay
- * no lines allocated by the Dean
- * Governor DeSantis's irrational and reckless attacks on the Florida university system.
- * Money
- * It's not the hiring but since we are FSU Panama City, not a lot of consideration is given to expanding our faculty. I currently teach 2 undergrad and 2 graduate level classes each semester. That is a heavy load and often the grad classes are combined with sections being online (asynchronous) and face to face, however they are treated as one class. That's a challenge when the overall grad class is 45 students (apx 10 F2F and 35 online) and treat them as one continuous class and canvas site. While I do get a teaching mentor, it's a challenge at the grad level. There is no course release for graduate level since this is teaching faculty level and not tenure.

- I am due for teaching faculty II this next year but that will not change the course load.
- * Media coverage of the state's stance on education and the general geography of Tallahassee, in that it is fairly remote from large cities.
- * people are afraid of potential risks or failure to retain tenure or long term contracts
- * We are a big department but never get more than a line per year at best, when comparable departments in my college can make several new hires every year. The college invests hardly any money in my department, although we are fairly big, service-oriented, and inexpensive for students (compared to other departments/colleges). For example, my unit has requested a dearly needed teaching faculty position for over a decade now, and we are always told that we can get by as we are. Which we cannot without faculty taking on workloads that exceed what is reasonable to expect from us based on our contractual obligations.
- * We actually made a tenure-track offer to a spousal hire. She and her husband decided not to accept their offers at FSU because of the policies of the state government, tending to erode academic freedom and job security.
- * Working very hard to not lose our last remaining faculty of color.
- * Low salary
- * Politics
- * low pay in comparison with similar institutions
- * Faculty candidates are well aware of the legislative actions and agenda and rhetoric in Florida and I know of individuals who will not even apply for jobs here at this time. Those individuals are generally the most outstanding candidates, who know they have options.
- * It is hard to recruit top talent to a state that is actively suppressing freedom of speech, both for academics and companies
- * Florida legislature and Florida governor
- * enrollments according to BOG's cookie-cutter approach
- * Florida Laws
- * salary and local cost of living.
- also, no good educator in their right mind would come to Florida now to take work in an institution that is paralyzing their faculty with draconian measures of control.
- * No one wants to come to FL because of the legislations targeting of higher Ed, racism, policies against trans people, etc.
- * Location, pay, and the hostile education climate in Florida.
- * Available lines and budget considerations
- * Merging of the College with Education. Difficult to hire when you don't have administrators in place.
- * Inconsistent support and FL issues
- * Very few people have the qualifications to work in higher education in my field. Partly because of understaffing across education due to wages not keeping up with inflation.
- * The governor's attacks on academia, especially in terms of race and gender, and the legislature's willingness to go along with him. The tenure review/academic freedom issues are big too. Even when we hire faculty, they leave quickly and then we're left to find more again. My field is so competitive we should have no trouble at all finding faculty.
- Location is also tricky for us, but the governor is a much bigger problem.
- * Finding experienced and knowledgeable people who will leave their current placement (particularly private sector).

- * The current political attack on higher Ed and faculty.
- * Political climate in the state of Florida and low salaries.
- * current political climate seems to be worsening our ability to recruit
- * Current political climate in Florida. Our department;s inability to retain people in important staff lines (e.g., HR rep, fiscal staff, office business manager).
- * small pool
- * No one wants to come to Florida.
- * The state of Florida political climate
- * The Dean.
- * Very specialized field with few candidates with proven performance applying.
- * Lower than state-average salaries for equivalent positions, unfriendly (if not inhospitable) climate for racial minority and LGBTQ+ candidates, general distrust of state government and unflattering state reputation.
- * Salary, startup packages, political climate in Florida
- * Our hiring is completely flawed. With no regards to diversity, we hire what the democracy of discriminating faculty want to hire.
- * I have heard from colleagues across campus that candidates have turned down job offers because they do not want to deal with the Florida political landscape and climate. They view the legislature's actions and positions as repressive and authoritarian.
- * political climate, workload, non-tenured positions
- * HR policies/procedures
- * Lack of agreement on what areas are important, lackluster support for non-western areas of research.
- * Top scholars are weary of the political climate of the state.
- * committee moves slow!
- * Florida politics and salary
- * Compensation
- * 3 of the 4 candidates for one position withdrew, this has never happened to a search I ran before.
- * money is being used for other purposes.
- * Florida is a dumpster fire, in general. The SUS is disgraceful, in particular.
- * The pay is too low to attract top notch faculty.
- * We tried to hire for a black geographies position this year, we received an extremely low rate of applications, our top applicant declined the offer, our second applicant declined after religious studies wouldn't do a spousal hire, our third choice declined the interview. I have also heard my college, cosspp hasn't been able to hire a single person of color in any dept this hiring round.
- * lack of tenure-track positions.
- * We did not have hiring this year but what I hear from colleagues elsewhere is why would I go to Florida?! (not in a good way)
- * The faculty's inability to travel internationally for extended periods.
- * The current political climate in Florida has scared off a lot of talented people. It is hard to convince people to apply for jobs in Florida given the attacks on DEI, tenure, and unions (among other things).
- * External fundraising for the role.

- * No qualified applicants.
- * The pay scale.
- * ranking of the program, salary package, recent tenure process uncertainty
- * It's the government in the state of FL and their efforts to eliminate DEI and dismantle higher education. It has never been this difficult. Candidates are telling us that they are declining offers for this reason, and lots of great potential candidates won't even apply for positions here. When I share job ads on social media, people reply I would never move to FL and recommend that others don't either.
- * Florida politics and the governor's attacks on academic freedom, unwillingness of prospective hires to move to Florida/Tallahassee.
- * faculty struggle to recruit and retain grad students because stipends are not competitive
- * Faculty don't want to move to Florida due to the current threat to the university...
- * salary level
- * recruiting high caliber and capable specialized faculty in our field to FSU is difficult due to salary constraints
- * lack of administrative support
- * It is hard NOT to consider what is currently going on in this state and how that will detrimentally impact job searches that our department will soon be undertaking. As a part of the dance field, creative self expression AND equity of resources across diverse identities are at the core of what we do and work for... in order to ensure a vibrant community of faculty and students that will go on to contribute to a likewise vibrant and democratic society.
- * A huge factor right now is the current state level administration's political agenda. It is scaring away faculty who work in allied health fields which work heavily in equity and health disparity issues.
- * Experience

Department is too research focused and not toward nursing academic and instruction

There must have been 10 people hired this semester all related to research because the Dean is expected to move the college up in the world of US New this creates an issue for nursing academic and instructional faculty

- * demand at national level
- * Political climate in Florida.
- * The lack of diversity in the choice of candidates invited by the hiring committee: for example, no African American candidate was ever invited for a job interview, discouraging such potential applicants of even applying.

Strong US candidates are rarely invited.

Lack of diversity in department faculty ranks

- * Lack of applicants due to Florida's political interference in the University System. Difficulty traveling for research. Lack of startup funds from the University.
- * Florida is an increasingly less attractive destination for people, engaged and serious intellectual Enterprises, and our politicians make that increasingly clear every day.
- * legislature and governor's attacks on education and tenure
- * It was not difficult to hire last year, but that's probably only because HB7 wasn't yet passed. I believe it would now be much more difficult to hire, but we didn't try to hire this year.
- * Scarcity of resources, e.g., start-up funds.

- * Political environment in FL, damaged reputation due to sexual misconduct of a formal colleague
 - * Political climate is starting to scare people off.
 - * money
- family vibe
- condition of building and space
- * We are slow to get the ads out, slow to interview, and slow to get offers out.
 - * Shortage in PHDs
 - * The political climate in Florida and the poor reputation regarding leadership and department climate of my department.
 - * The legislative climate in the state of Florida is the main reason potential faculty decline to move forward in the hiring process.
- Many potential faculty are unsure if they are able to complete their research with the DEI support restrictions.
- Most faculty members are considering alternative employment because of the DEI restrictions towards potential research.
- The switch to hire more specialized faculty versus tenure track is causing a down shift in interested candidates.
- * They hire visiting positions that turn into lines rather than hiring lines for positions
 - * The recent political decisions in Florida.
 - * State politics originating from governor and legislature, along with FSU not being vocal in supporting faculty rights.
 - * The political climate in Florida.
 - * One of my biggest concerns is that some disciplines in our college clearly prefer FSU grads and the hiring history may discourage other qualified individuals from applying.
 - * Florida politics.
 - * Political climate in the state. Ron DeSantis.
 - * Same with above reason, The FSU hiring process is extremely slow in hiring new faculty personnel. Their work is very poor. I believe many applicants knock on the door of the Magnet Lab, but they give up on the application and move to other research labs or companies due to the no notification, slow hiring process and low salary. Recently we hired a new person and it took around a year.
 - * Two candidates have withdrawn stating that they did not want to live in Florida in the current fascist climate.
 - * Currently the teaching loads (2-2) are higher than peer institutions (usually a 2-1 or 1-1). This has made it difficult to recruit several promising faculty. We may still ultimately hire successfully, but it is typically someone ranked much lower than those rejecting the offers. For example, I believe this year on one of the junior searches we made 3-4 offers that were rejected. The 4th or 5th was the one ultimately accepted.
 - * The state's antagonisms toward academic freedom and vilification of LGBTQAI+ and other minoritized peoples and their histories.

- * Legislative changes in Florida.
- Size of Tallahassee
- * The process managed by my immediate supervisor, which caused delays in the process resulting in us missing out on candidates who were offered other positions before we even completed interviews. FSU does not offer a competitive teaching schedule for 12 month Specialized Faculty. 4-4-2 is a massive turn off to candidates and several have expressed their concern about it throughout this search process.
- * We will have at least one failed search because candidates are too afraid to come here.
- * People refuse our offers. The state politics don't help.
- * We lost a top candidate to state political context.
- * Type of job, competitive job market
- * We're trying to hire good people, who take jobs elsewhere. Maybe we a shooting too high in the hiring pool.
- * Pay structure, political climate.
- * DeSantis attacks on tenure and academic freedom made it very hard to convince scholars (especially POC and/or people who student race and gender) to come to FSU
- * Unprofessional interference by department chair
- * We have begun seeing candidates who do not wish to move to Florida.
- * Salary and the political climate
- * Concerns about the viability of tenure, concerns about the right-wing culture wars and the destruction of the principles of academic freedom.
- * Both faculty and grad student recruits have rejected offers by the governor and legislatures attack on higher ed, but also more generally the ant-woman, anti-black, anti-lgbtq+, etc. laws, policies, and rhetoric.
- * Not sure.
- * It's easy to hire weak people in my field but very, very hard to hire strong people.
- * political climate, salary
- * Florida politics, salary, and resources
- * The idiocy of our state government is driving away scholars (faculty and students).
- * Applicants that meet the required qualifications for the salary and benefits offered.
- * Competition from other universities.
- * We can't agree on what area we need help with most; while Tallahassee is in Florida (attractive), our department isn't as prestigious as others; we lack strong senior faculty, especially with several of them now leaving, reducing our senior faculty to almost non-existent
- * Scholars are hesitant to come to Florida because of the recent proposals surrounding hiring and tenure. I'm sure this affected our ability to recruit this year.
- * DeSantis's anti-higher education campaign.
- * Lack of response from Office of Dean leadership and FSU HR
- * One of the colleagues has gone rogue and tweets constantly, attacking other faculty members in the department, maligning them. Also, people all over the world know about the political situation in Florida.
- * Concerns over the political atmosphere in Florida and how it is targeting the education system.
- * No search in my unit this year
- * state climate is making it harder to recruit faculty
- * lack of internal clarity about department needs

- * The political climate in Florida is making it increasingly difficult to find qualified faculty willing to relocate
- * Legislative initiatives to weaken tenure processes, dictate teaching, end DEI
- * Department size
- * Florida laws around higher education

Not having enough funding to have competitive offers compared to other top-tier R1 schools

Reputation of FSU (not as prestigious as other schools)

- * Difficult to attract top candidates due to less compatible offer packages.
- * The State policies instituted under the current governor and legislators are a deciding factor for applicants looking for faculty positions. The anti-LGBTQ rhetoric, loss of tenure, and state influence in the classroom not only lacks positive benefit, but scares away many of the top applicants and their grant dollars. FSU and the SUS stand to lose millions in potential funding and productivity.
- * Funding
- * salary and being in Florida
- * Salary being offered
- * Concerns about faculty freedom, tenure, and DEI.
- * Not much in the way of funding for positions.
- * People don't want to move to Florida, or Tallahassee, because the state is run by a despot and FSU, despite being a public school, does not oppose it enough.
- * Faculty candidates have all wanted to discuss the current situation in Florida with pots-tenure review of faculty, and the pending legislation prohibiting discussion of 'theoretical' topics in general education courses and eliminating DEI. Offers are still pending in our unit and we don't know what the effect on our recruitment will be.
- * We use a niche programming language to build applications.
- * Low salary and the insanity of FL at this point in time
- * Industry jobs have higher salaries and benefits.
- * No one wants to work in a state that disrespects higher education.
- * Salary not competitive. Now tenure has no value.
- * Salaries are too low relative to the cost of living
- * politics in the state

politics among the faculty

aggressive personalities in the department that shout others down.

faculty that are over 70 yrs of age and have been in the dept for decades trying to control all outcomes over newer faculty with fresh ideas.

- * New requirements for Specialized Faculty to have a terminal degree forces us to have to hire people that could not land a research position at a decent school. I would much rather hire someone with a Master's Degree with vast industry experience that they could pass on as opposed to hiring someone with a terminal degree with no experience beyond what they read somewhere or performed a related/unrelated research project.
- * Not sure
- * The political climate of the state

- * Salary pay is not equitable at FSU and talented faculty go elsewhere and are better valued
- * We didn't have a line open this year, but the College is having searches where well qualified applicants are saying no to applying for a position in Florida because of the political climate. We also have had concerns expressed by graduate program applicants.
- * No one wants to come to Florida now
- * Candidates are worried about moving to Florida
- * It's not hard to hire from lower ranked universities, but hiring from higher ranked universities in important areas is hard. Most good candidates go to industry to make get significantly higher salaries.
- * No professor wants to move to Florida right now, with the anti-union, anti-tenure, anti-LGBTQ+, and anti-woke policies.
- * Nobody wants to move to Florida
- * We lost one candidate we had on track to hire once the political news attacking academic freedom and politicizing hiring started coming out--they withdrew their candidacy.
- * We aren't running a search this year, so I can't comment on recruiting faculty. However, it hasn't been easy recruiting graduate students, and that's a bad sign.
- * Salaries; Academic Freedom concerns in FL.
- * The current political climate.
- * I mentioned this before, but I think a combination of better offers (particularly start-up costs) and the uncertain political climate in Florida are driving people elsewhere.
- * We're hiring a dean and reports that no one wants to move to FL are coming in
- * Political climate in Florida
- * There's a shortage of qualified faculty at many ranks.
- * We are a research institute, not a full department. Faculty lines are hostage to the full department's hiring and willingness to cost share.
- * Lack of potential candidates due to technological advancement in the field
- * It was already hard to recruit faculty to Tallahassee, but the anti-higher ed laws have had a chilling effect. Faculty don't want to live in a place where tenure isn't secure, where they can't teach what they want, where rights of women and trans people and Black people are uncertain or waning.
- * Having available funds to cover desperately-needed faculty and staff lines.
- * One job candidate scheduled to interview withdrew because of what is likely to happen to higher ed in Florida.
- * The market competition for new faculty is ferocious. We are unable to compete with competing offers on just about every dimension possible -- our salary offer is too low, our start-up packages are too low, and our teaching loads are too high. We are on a direct path to mediocrity.
- * Low pay, and the location of Tallahassee isn't appealing unless people have a family connection or something else driving them here.
- * Limited applicant pool
- * Politics, suppression of academic freedom, Florida looks like Hungary - who wants to be a professor in such a state?
- * Dean's office not supporting adding additional teaching faculty members.
- * Location, salary,
- * We likely aren't hiring for the next few years so I have no basis for answering this question. To be honest, at the moment, faculty hiring is the least of my concerns. Finding ways to work with

our president and provost to proactively push back against sorry legislation is my greatest concern. Whether or not this terrible legislation will have an impact one hiring is of zero concern to the governor. It's highly likely he is already stashing funds to be able to systematically replace any and all of us who decide to seek employment elsewhere. Shame on the governor. Shame on the senators proposing these bills. May it come back around to them in very real ways.

- * Candidates have expressed concern of legislation and the political climate.
- * Current political climate in Florida.
- * The legislative efforts are hindering our efforts in faculty recruitment, as education scholars do not believe the state of Florida will support their work.
- * Few applicants.
- * Florida's political climate -- assaults on academic freedom and DEI.
- * Candidates express concern that the state's legislation will prohibit their scholarship, erase all job protections, and could make them, as individuals, targets of anti-intellectual, or even hate, groups
- * Political impacts on FSU teaching, tenure, and unionization. Department Chair not following bylaws of hiring of faculty, and hired faculty member without the vote of the faculty as required. Chair excluding faculty from other decisions in hiring process of faculty, and not listening to the advice and choices of faculty.
- * We have lost a strong female candidate who didn't accept our tenured position offer due to political climate in Florida, including the uncertainty with tenure
- * Poor reputation of the state.
- * We had a candidate turn down a position due to Florida's anti-LGBTQ bills. It's troubling that our college lost an amazing scholar due to the current political climate.
- * Specialized faculty aren't abundant, and it is hard to attract people to live in Tallahassee because of its middle-of-nowhere reputation.
- * fit with department and family issues
- * Our startups authorized by the administration are about 1/2 of our peer departments in other universities.
- * Good hires don't really want to move to Florida right now. I don't think it's about FSU in particular.
- * Ron DeSantis. Political climate
- * We won't be allotted new lines so remaining faculty need to absorb and redistribute that labor.
- * We are not hiring this year, but I have heard from other departments that the political conditions are definitely affecting hiring.
- * There is a HUGE shortage of folks who want to go into faculty. They make much more money in private practice, so they only go into academia because they love it. Our last search only had 3 viable candidates. These 3 all applied to multiple locations (>100 open positions across the country). If we aren't competitive, we will end up losing our program (as has happened to several others in the country) because we won't be able to hire / retain faculty.
- * state legislation
- * We do not have a teaching hospital attached to our university similar to UF or USF, so we have a paucity of nurses with advanced degrees who can hold adjunct positions here at the university.
- * Long turnarounds on decisions on lines, etc. A lot of applicants are quite concerned about the current political state of Florida.

- * We have a terrible reputation in the field, not to mention the political climate in Florida, no one wants to come here.
- * Search criteria was very narrow and eliminated highly qualified candidates
- * unacceptable annual performance evaluation process at FSUPC. Dean's office at FSUPC has no understanding in teaching in Science and Engineering. Therefore, they tend to view all academic issues in teaching as human relationship problems, as a result, their decision and resolution typically result in damaging academic programs.
- * Florida currently seems like a bastion for ultra-right wing, straight white nationalism and it's extremely terrifying to most humans. In addition, the possibility of faculty being subject to review by completely unqualified persons affects scholars' willingness to come here as it suggests (1) complete lack of job stability and (2) total erosion of departmental and university standing in the wider academic and professional communities.
- * salary limitations in relation to non-academic career paths
- * Legislative interference in education in the state of Florida. We look unstable Ned a bit crazy.
- * Engineering hires hav a lot of competition- hig demand
- 2 political climate in Florida
- 2 Salary

What is your position classification?

575	87%	
136	21%	Professor
129	19%	Associate Professor
80	12%	Assistant Professor
3	0%	Eminent Scholar
7	1%	University Librarian
10	2%	Associate University Librarian
8	1%	Assistant University Librarian
38	6%	Teaching Faculty I
27	4%	Teaching Faculty II
34	5%	Teaching Faculty III
10	2%	Instructional Specialist I
5	1%	Instructional Specialist II
4	1%	Instructional Specialist III
11	2%	Research Faculty I
10	2%	Research Faculty II
21	3%	Research Faculty III
4	1%	Specialist, Computer Research
	0%	Specialist, Music
	0%	Childcare Specialist
	0%	Curator
2	0%	Associate Curator
	0%	Assistant Curator
9	1%	Senior Research Associate
11	2%	Associate in Research

9	1%	Assistant in Research
1	0%	University School Instructor
	0%	University School Assistant Professor
	0%	University School Associate Professor
	0%	University School Professor
6	1%	Other

My assigned duties involve:

631	95%	
142	21%	Mostly research
145	22%	Mostly teaching
75	11%	Mostly service
215	32%	About an even balance of teaching and research, with some service
54	8%	A diverse combination with no area dominant
	0%	Not sure

Are you in a tenured or tenure-earning position?

634	96%	
384	58%	Yes
242	37%	No
8	1%	Not sure

Which of the following best describes your normal annual appointment?

634	96%	
432	65%	9-month contract
193	29%	12-month contract
7	1%	Other
2	0%	Not sure

What Department/Unit do you consider your primary appointment? Please note that for nondepartmentalized colleges/units, this may be the college/unit.

545	82%	
7	1%	Accounting
2	0%	Advanced Power Systems (Ctr for)
5	1%	Anthropology
6	1%	Art
6	1%	Art Education
4	1%	Art History
1	0%	Askew School of Public Administration and Policy
21	3%	Biological Science
3	0%	Business Analytics, Information Systems and Supply Chain
1	0%	Chemical and Biomedical Engineering
8	1%	Chemistry and Biochemistry

2	0%	Civil and Environmental Engineering
4	1%	Classics
13	2%	Communication
7	1%	Communication Science & Disorders
6	1%	Computer Science
7	1%	Criminology and Criminal Justice (all areas)
9	1%	Dance
2	0%	Dedman College of Hospitality
1	0%	Distance Learning
16	2%	Earth, Ocean, and Atmospheric Science
8	1%	Economics
6	1%	Educational Leadership and Policy Studies
6	1%	Educational Psychology and Learning Systems
3	0%	Electrical and Computer Engineering
	0%	Emergency Management and Homeland Security
14	2%	English
5	1%	Human Development & Family Science
3	0%	Finance
1	0%	FSUS (all areas)
5	1%	Geography
18	3%	History
4	1%	Industrial and Manufacturing Engineering
13	2%	Information
5	1%	Institute of Science and Public Affairs
1	0%	Intensive English Studies (Center for)
2	0%	Interior Design
4	1%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
5	1%	Learning Systems Institute
27	4%	Magnet Lab (NHMFL)
4	1%	Management
4	1%	Marketing
9	1%	Mathematics
5	1%	Mechanical Engineering
20	3%	Modern Languages and Linguistics
2	0%	Molecular Biophysics
7	1%	Motion Picture Arts (Film)
32	5%	Music (all areas)
5	1%	National High Magnetic Field Lab
11	2%	Nursing (all areas)
5	1%	Nutrition & Integrative Physiology
	0%	Ocean & Atmospheric Prediction (Ctr)
2	0%	Office of Distance Learning

11	2%	Panama City (all areas)
8	1%	Philosophy
17	3%	Physics
6	1%	Political Science
3	0%	Prevention and Early Intervention (Ctr for)
9	1%	Psychology
4	1%	Public Administration
2	0%	Reading Research (Center of)
4	1%	Religion
2	0%	Risk Management/Insurance, Real Estate and Legal Studies
2	0%	Scientific Computing
16	2%	Social Work
7	1%	Sociology
4	1%	Sport Management
3	0%	Statistics
13	2%	Teacher Education
6	1%	Theatre
7	1%	Undergraduate Studies
21	3%	University Libraries
6	1%	Urban and Regional Planning
27	4%	Other

Please rate your feelings toward the UFF-FSU Chapter:

634	96%	
341	51%	Very positive
170	26%	Somewhat positive
67	10%	Neutral
34	5%	Somewhat negative
6	1%	Very negative
16	2%	Not sure

Has an FSU colleague ever asked you to join the United Faculty of Florida (UFF)?

632	95%	
332	50%	Yes
51	8%	No
12	2%	Not sure
237	36%	I am already a member

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

- | | | |
|----|-----|--|
| 71 | 11% | |
| * | | I am extremely concerned about faculty and graduate student retention and recruitment. |
| * | | I am very concerned about losing academic freedom and the campus diversity. |

- * I think McCullough, Clark and Patterson are trying to do the right things. Although they are surely too savvy to reply, I suspect that the McCullough and Patterson might not have accepted if they had previewed this year's Florida legislation. Imagine if we had Corcoran as President!
 - * I am unhappy that Teaching and Service as not prioritized in my department, or well-supported within the college.
 - * The administration, especially HR, are not honest to faculty.
 - * Don't give up the fight
 - * Many thanks to the dedicated leadership and membership of UFF for continuing to fight hard for faculty during these traumatic times. I wish the university administration took a similar approach. Instead, my perception is that they are laying low on the rationalization that to speak out is to risk becoming a target. This is certainly a reality, but not an excuse to cower in the shadows while those who already are active targets take one hit after another. In my view, it's time for the university to grow a spine and a) directly address the misrepresentations and hostile actions directed towards higher education and b) inform the faculty what they're doing and why. I wonder if our FSU leadership is somehow acting behind the scenes to address more than their perceived immediate needs (new buildings, facilities, etc.). If they are, there is no evidence that I, an interested and engaged faculty member, can see.
 - * Love you guys, keep up the good work
 - * I'm waiting for FSU to give in to the governor's demands. As of this moment, the climate hasn't changed all that much. At some point though, FSU is going to give up on fighting all of this. When that happens, I can't imagine my department will be safe and the book I'm working on will almost certainly lead to me being fired in spite of tenure.
- These state policies are making it hard to recruit faculty AND grad students to our programs.
- * When bargaining, you could communicate the serious need for executive leaders to speak out unequivocally in support of faculty. They are trying to thread the needle to keep the state happy but in doing so, are dousing faculty morale with battery acid on a regular basis. Seriously, nobody feels the support of executive leaders during all of this. They have said really nothing, and that is one refrain I have heard from many great colleagues who this year applied to other TT jobs in other states and are leaving as quickly as possible. Nobody feels supported, and everybody paying attention to what's going on just feels the attacks from the state. Leadership must speak out.
 - * FSU is a great university steeped in history. Yet, if you visit other peer institutions you'll quickly realize how far we are behind in terms of salary, support, endowments, funding, and so on. Just google endowments of other institutions and it's no wonder we tend to quickly lose quality faculty. It makes me wonder whether I should stay when my colleagues continue to move off to bigger and better things each year.
 - * Our dean is interested in reorganization to an extent that our college has become very inefficient because everyone is now having to take on more and more.
- He spends money constantly but on the wrong things and there is no confidence in his leadership
- * Food choices near my office are completely inadequate and unappealing. (I work in Stadium Center A)
 - * A question I have not seen discussed is what will happen to retirement plans people have paid into if the union is dissolved? What are all the potential impacts of the dissolution of the faculty union if it happens? Also I am not clear on the joining the union situation -- do existing

union members need to rejoin/recommit in some way or do something to be counted as members for July 2023? Do we have to fill out some app to have deductions? I think existing members are confused on what we need to do, but it is clearer for non-members what they need to do. Also could you have a join button on the front page of the UFF-FSU site instead of having it buried under get involved?

* Other than salary, the focus of the UFF in the last few years has not been something I support. For example, faculty having sexual relationships with students. I also feel like the emails that go out are over-the-top in an us against them vibe, which creates a morale problem that may not have existed previously. For these reasons, I have not joined the union and do not plan to do so. Instead, I donate the money I would have paid towards dues to a worthy charity.

* We hear little from the President, Provost and vice-Provost in a time that feels like a crisis for higher education in Florida in so many ways. I understand that perhaps they feel keeping their heads down is the best path forward, but as an individual faculty member it feels like lack of leadership and lack of advocacy for the value of faculty governance and higher education in general.

We have heard much about how many new faculty we are going to hire, but in my unit we are not even keeping up with retirements. There has been no obvious increase in hiring. I realize funds are limited, but again this feels like a lack of good leadership - if we don't have the funds to do all that hiring, we shouldn't be told it is going to happen.

Many key positions in our administration continue unfilled, sometimes after years of interim office holders. This is paralyzing for real progress and unfair to the interim office holders.

Finally, for issues that I have put a lot of service time into, my conversations with various administrative units around campus tells me that efforts are generally uncoordinated and that work at the department level is not recognized or valued. Many departments are doing really cool things that could be models for other departments, but instead of seeking department input and expertise, we get policy decisions coming down from above. You have whole lot of smart and passionate faculty and staff in the departments - find out what they are doing, involve them, consult them at the very least.

* It advocates for non-performing tenured faculty, which is not correct I believe.

* ... is a toxic force within the Department. Because of that toxicity as an individual--including bullying other faculty members--there are colleagues that do not want to join the union. It would be better to have someone less abrasive and cruel as the voice of the union.

* I am worried about UFF's negotiating power in the face of so many attacks on higher education. It seems that the climate is only getting worse, and I'm seeing colleagues in other units leave because of it.

* Cost of membership this should decrease, given that legislation is driving more faculty to become dues-paying members, right?

* I don't have any real evaluation criteria for any role above or related to Dean. They seem too far removed for any real interaction to my role.

* The union rep in my department is aggressively negative to anyone who disagrees with her, and in particular has alienated BIPOC and junior faculty.

* I would resent paying fees for the union overly protective of unproductive tenured faculty when regardless of my performance my contract will expire soon, and regardless of my duration of employment that will not change.

* NA

- * I think we need to fight the legislators at this point. We need to make sure that the union fees stay in FSU, and are not shipped to anyone else.
- * On that merit based salary increases ... discretion of ... question, both those options are ripe for misuse by the powerful depending on status quo and multiple other factors. Perhaps have a more unbiased way of determining?
- * Loss of academic freedom and threat of tenure retention may force me to look for jobs in some other places.
- * No.
- * I am very pleased, and impressed, with the work our UFF Chapter does. Thank you!
- * I am frustrated because I see a big desire among union members to do something but existing policies have already limited any power we might have and it's only getting worse. Also, I understand the urgency to increase membership and involvement, but the number of emails that have gone out in recent weeks is excessive and not effective. I've heard several faculty members saying they are annoyed with the number of emails from UFF. It seems to be having the opposite effect.
- * - UFF and FEA need to figure out ways that we can take labor action. The union's dogma that labor action is off the table is unworkable given the situation we're in now.
- * My concerns are almost entirely about the new legislation. I moved to FSU from the University of Wisconsin five years because of much milder legislative meddling in the mission of the university. It was bad then in Wisconsin, but it is shaping up to be much worse here.
- * Our department chair does not respect our own department bylaws. Discrimination in our department is rampant, to the point of discriminating even some graduate students. The core courses of the unit have been sidelined, so that the department name is only in name. Instead of being called say Department of X, it should be rather called Department of anything except X. Dissenters are not just marginalized, they are mobbed. Faculty lost their interest in joining the union, as there is no solidarity between union members in the department. Colleagues care about being well connected to the chair, rather than focusing on their teaching, research and service duties. The only department meeting we had was a disaster, with people very tense, not abiding by the agenda, a total chaos. The chair promotes a divide and conquer policy, picking winners and losers. There are no metrics for the faculty evaluation process. With an increase number of students and faculty, the chair does not want to increase the number of courses, prefers rather to cut fundamental courses. New student awards were created, to help the increasing student population, yet the chair opposes even to announce them to students. People are going into hiding; there is no open dialogue. The three chair reelections were leading the department to nowhere.

Regarding the new initiatives by the BOG, I think we should seek more dialogue with them, not less. We may be living in separate worlds of ideas, and that does not lead to compromise.

- * I feel unprotected when confronted with students' complaints to my chair about my class management; in such occasions, the administration always take the students' version at face value, assuming them to be right, without previously double checking or taking into account my experience in the classroom, before producing a negative annual evaluation on my teaching. Needless to say, annual evaluations are official records on professional development.

I take my teaching very seriously, and I expect a reasonable level of students' responsible engagement in the classroom. I find it reprehensible, disturbing and confusing, certain type of students' behavior in the classroom, such as texting or surfing the internet, while I am trying very hard to deliver a complex argument. If I call on one such a student on a comprehension

check while delivering a lecture, I am accused of being disrespectful towards the student, or singling out the student in question. The student makes the accusation without consequence, whereas a negative assessment on my teaching remains on my official record.

* I am concerned that politics are prioritized over education.

* Thank you for your support to our community.

In reference to questions below, I marked neutral and fair only because 1. As teaching faculty we are unrepresented and 2. Being teaching faculty at FSU Panama City seems to have little to no impact of consideration from FSU Tallahassee. The running joke among faculty here is that we are the 'bastard' stepchild Tallahassee wishes they didn't have to deal with. That makes it difficult to promote pride in the FSU brand among faculty and students. As a professor of communications, for our campus to grow, we need the support of FSU Tallahassee and that includes investing in our faculty. Thank you again

* I want a legitimate 12-month pay option without having to do my own calculations and resort to the FSU Christmas Club.

* I am concerned about the apathy and passivity of colleagues in the present environment.

* Salary inequities across colleges, particularly among specialized teaching faculty but not exclusive to this group, are of top concern to me, and I do not think the union prioritizes these issues highly enough.

* I would love to know from UFF-FSU what are some smaller things I can do to be useful. I have a young family so cannot easily attend late afternoon or evening events.

* I see what is happening to the New College of Florida, and I am terrified that could happen at FSU. I'm not in a field that would necessarily be a target for a lot of anti-woke rhetoric, but despots and tyrants don't necessarily follow established rules of logic.

* I think that we should lower our UFF dues if we want more people to join.

* In addition to concerns related to tenure and diversity and inclusion, I believe we need stronger protections for non-tenured faculty. These existential issues make it hard to focus on more mundane considerations, but two additional concerns are, 1) Parking. Parking should be de-bundled from student fees. The cost of parking should be several times higher than it is now for lots close to campus. Student parking should be limited to the stadium, with more regular transit providing the link to the main campus. Several close in lots or garages should covert to app-driven meter only. This will encourage the use of public transit and will guarantee faculty who have paid for the privilege to be able to find a spot proximate to their buildings at any time of day. 2) Crimes statistics should be consolidated, and reports should be more easily accessible to faculty, staff and students.

* Morale is low and fear is very high. I do not feel like most folks believe the administration can really support or protect them adequately, even if the desire is there. Apart from the political climate, faculty and staff are also not feeling adequately supported financially and substantial raises this year could help calm some of the other fear and alleviate concerns with salaries even keeping up with inflation.

* You guys need to do more, stop playing by the rules, call a strike.

* I am increasing more worried about student performance. Since Covid, I have seen a decline in student performance. I work with students as much as possible, but I feel we enable them to slack off and are not providing the needed resources to keep them motivated and moving forward. I think Case Management is a great advocate, but can we help these students before it gets to that point?

- * I am confused about my promotional potential within the Teaching Faculty Track, not sure how it will translate when I look for jobs at other institutions, and feel like I don't get the full support for my endeavors because I am not tenure-track.
- * At some point there has to be a limit on how long tenured faculty members can be on the faculty and produce and teach less and have zero service to the dept and univ compared to ALL other faculty in the dept. and probablu college. It is bringing down the morale in the dept. Several assistant professors have left the dept b/c of them. Others are contemplating leaving. Others are actively trying to leave.
- * Specialized faculty salaries at The Ringling are substantially lower than our counterparts in Tallahassee and of teaching faculty.
- * Faculty morale in ... is extraordinarily low because of a very contentious ... hire a couple years ago. She's made it her mission to make life difficult for everyone ..., and the rumor is that it's some kind of performance art to raise her own profile at the expense of the university and its faculty. ... she's a wolf in sheep's clothing. I wish there were anything the UFF could do about the situation.
- * I answered that I am tenured, but given the BOG vote on March 29, now I am not sure.
- * The UFF is critical to protect FSU from republicans.
- * Department Chair does not follow all by-laws and follows them selectively, and it is overlooked by the College unit.
- * Code-word or not, the so-called woke creep that FL government claims to push against is, sadly, not invented out of thin air. Its actual, palpable presence allows government to do what it does, and then push another 200% of wild rhetoric on top of that. But the creep is real and because of it some of these legislative efforts resonate with many of my colleagues, more so among the non-humanitarian faculty. But such people are afraid to say their thoughts in public, yet all of them do consider themselves liberal, and this is already a serious underlying problem. Contrast that with the emails we receive from UFF chapter that basically 100% deny existence of any underlying problems. They are written in non-serious language more suited for Keith Olbermann show during election cycle than for a serious debate. They sound hollow and do not elevate UFF stature among faculty outside of humanities disciplines.
- * Very concerned about the level of service commitments expected from untenured and specialized faculty; particularly concerned for untenured faculty who identify as women and/or who are of color -- in our unit, their load has been high in the past year and I'm concerned that it may cause scholarship productivity issues for them (me as well, but I'm at a higher rank).
- * Very concerned about losing our union and our collective bargaining agreement.
- * FSU is falling behind competitors on so many dimensions. Moreover, the political climate in Florida is toxic. It's time to move on!
- * Why is our administration not fighting tooth and nail against the assault on academic freedom?
- * I think UFF can use an improved strategy around communication to members.
- * I'm not sure about President McCollough's performance because he's so low profile and doesn't regularly communicate like his predecessor. It's hard to evaluate what you don't know about.
- * I am deeply concerned about the attacks on academic freedom proposed by the legislature. I take some solace because of the injunction on HB 7. Administration has been very quiet, which makes it difficult to feel supported. President McCullough has been very quiet as well (about academic freedom). His priorities clearly lie with STEM and the new FSU Health initiative.

Additionally, the lack of urgency from some faculty members is also troubling. We should not be running into roadblocks getting members to join especially in these times. The messaging around the union clearly needs an overhaul.

- * I think you guys need to boost up your recruitment efforts. That might be the only way for the union to survive at FSU.
- * Just that it's difficult for me to answer some of these questions. According to my AOR, I'm supposed to have 40% research time. In reality, the demands of the job -- partly because expectations in my department or program and college keep increasing in such a way as to necessitate invisible labor -- prevent me from getting anything done on the research front. It's clear that I am a low-priority human being on the College's scale of importance -- unless I decide to kill myself further by taking one more administrative appointments across campus. I have no idea how the College defines productive. I think I'm productive, but apparently not enough of a superstar to be worth keeping around.
- * Not only are the legislative efforts detrimental to faculty recruitment, but they are also influencing student recruitment. Many of the top candidates for our graduate programs are choosing to go elsewhere, and the state political climate is one reason why they are making these choices. Additionally, one other concern I have is about the potential legislative restrictions on submitting grants that include notions of diversity, equity, or inclusion, as these are among the most well-funded topics with prestigious federal and foundation grants. If the legislative efforts to limit research-based grants succeed, it will result in economic and reputational harm to the university system and the state. This would also give me pause in staying at FSU, despite every desire to stay here.
- * I have a lot of concerns but none of them are things I expect the administration to actually address. The silence on incidences of harassment following reports from the likes of Rufo etc. is extremely disheartening.
- * State meddling in academic initiatives never works out since the state typically lacks understanding of how education works on the ground (i.e. in practice). How much worse will be the effects of state interference with the personnel who handle education and the actual shaping of future professionals?
- * A lot of change is likely to happen in our college. I am concerned about the faculty having a meaningful voice in shaping those changes.
- * Unfortunately, I am so absorbed in my own department's dumpster fire, I can't even pay attention to the rest of the university.
- * Having non-professional people (eg board of trustees who are in charge of the universities) make decisions that are best left to those who are in the field such as choosing cheaper textbooks, hiring faculty, etc.
- * Matthew Latta does an outstanding job and is to be congratulated on all his efforts to turn back the negative environment in the legislature
- * Thank you for all you do!

Thank you for completing the basic FSU Faculty Poll for Spring Semester 2023.