

## UFF-FSU Spring 2024 Faculty Poll

Total Participants: 641

Please indicate your primary College/Unit

593	93%	<i>Note: For all items, the first number and percentage show how many participants responded. All percentages are relative to the total number of participants (641).</i>
194	30%	Arts & Sciences
31	5%	Business
1	0%	Center for Advanced Power Systems
27	4%	Communication & Information
5	1%	Criminology and Criminal Justice
1	0%	Dedman College of Hospitality
56	9%	Education, Health, & Human Sciences
21	3%	Engineering
39	6%	Fine Arts
1	0%	Intensive English Studies (Center for)
3	0%	Jim Moran College of Entrepreneurship
	0%	Jim Moran Institute
6	1%	Learning Systems Institute
25	4%	Mag Lab (NHMFL)
2	0%	Motion Picture Arts (Film)
38	6%	Music
11	2%	Nursing
2	0%	Office of Distance Learning
12	2%	Panama City Campus (all areas)
5	1%	Science & Public Affairs (Inst for)
54	8%	Social Sciences and Public Policy
10	2%	Social Work
7	1%	Undergraduate Studies
26	4%	University Libraries
	0%	University School (FSUS)
16	2%	Other (not listed above)

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.

638	100%	
587	92%	Across-the-board raises for cost-of-living increases
377	59%	Adjustments to address market inequities, compression, and inversion
73	11%	Discretionary increases based on administrator judgment
333	52%	Merit raises based on annual performance and departmental procedures
57	9%	One-time annual bonuses
5	1%	Other

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

634	99%
415	65% Keeping up with the cost of living
84	13% Providing incentives for recent meritorious job performance
135	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?

628	98%
11	2% 0%
12	2% 1%
35	5% 2%
155	24% 3%
101	16% 4%
105	16% 5% or more
209	33% The current rate of inflation

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

630	98%
384	60% Mainly on peer recommendations
64	10% Mainly on deans' discretion
182	28% Not sure

### Non-salary Bargaining Priorities

Colletive bargaining this year will be limited to salary and four or fewer other articles 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?

144	22%
1	0% Parking! There might be enough faculty spots but they're not distributed well across campus. There are special expensive student spots that are nearly always empty that should go to faculty for use!
1	0% Strong position on post-tenure review and academic freedom.
1	0% Raises.
1	0% Post-tenure review should be the highest bargaining priority. For regular bargaining, countering any assaults on academic freedom should be the highest priority.

1 0% It would be good to tackle the super wide disparity of AOR assignments for specialized faculty across the university. In some units, specialized faculty get 25% on their AOR for every class. In our unit, there was a push to get 20% for our classes, justifying a speed up and making us do significantly more work than our peers located in colleges. The AOR was used as justification for speed ups. Administration should agree to parameters or limits of some kind with specific respect to teaching faculty. I wish the union would somehow tackle the speed-up/overwork phenomenon impacting teaching faculty at FSU, and the graduate overall slide toward a 4/4/2 for 12-month teaching faculty.

1 0% Cost of living increases are most important

1 0% why is salary so inequitable across departments and colleges. Why does a teaching faculty in one dept make 20-30k more than another college? Why does a tenure faculty with no grant or graduate student obligations in one college make more than a faculty with grant, manuscript, and graduate student mentoring roles in another college. not sure this is related to your questions but just a consideration

1 0% Protection of academic freedom and the contract; that means administration protecting faculty from BOG/legislature overreach.

1 0% Post tenure review processes

1 0% We must work on contract language specifically for AI issues. It's not an issue of intellectual property --- it is not even clear what that phrase means when intelligence is just the product of using an AI to generate intellectual artifacts. Instead, we need to make sure that humans are not displaced by the attractions of automating our profession out of existence. AI can be used to automate all "educational" processes. It can just be added to purchased curriculum to serve as the teacher of that curriculum.

This is an existential problem for our profession.

- 1 0% The fact that the union has not made obtaining a second parental leave a priority is patently absurd when in recent years it has decided instead to argue for things like splitting hairs on acceptable relationships between faculty and students. Neither FSU nor the union can frame their employees and membership as a family when faculty are not enabled to provide care for their own families.

I think the union needs to focus on bargaining for items that have wide support internally and can publicly be viewed as pragmatic. It is pretty easy to win support for 'family values' that can include additional parental leave and tuition discounts.

I would also like the union to recognize that specialized faculty largely do not care about the protection of tenure, and any effort to get us to care about it with 'well this could be you someday' is ridiculous. We will start caring about the issues that affect only tenured faculty when they start caring about issues that affect only specialized faculty. I personally believe that if the union were offered the complete guarantee of tenure in perpetuity, but all specialized faculty contracts had to be reduced to a single year rather than the current scaled system, the union would jump at that deal under pressure from the tenured. The priorities of the union are made clear by the distribution of market equity funds which overwhelming go to tenure track faculty members.

I would like to see the union bargain for longer contracts for specialized faculty who achieve the III rank.

- 1 0% Continued discrimination against minorities and women, especially with FSU's one child policy -- which means you only get one maternity leave ever.
- 1 0% Make professional development leave more useful to Specialized Faculty by letting it be taken in smaller chunks
- 1 0% The sabbatical policy needs to be addressed. There should not be a limit on the number of one-semester sabbaticals with full pay. Anyone who qualifies for a sabbatical should be able to choose between a semester at full pay or two semesters at half pay. That would bring our policy more in line with that at other R1 universities.
- 1 0% Getting clarity on the protocols for post-tenure review.
- 1 0% Family leave should include every child
- 1 0% allow department chairs to be evaluated for PTR or at least get the 7 year post full promotion increase

- 1        0% Athletics, Boosters, Ticket Prices, Displaced Alumni and long time fans -I don't have an answer, so much money involved, but university's and college sports are diverging as far as our University's mission and a team's goal. A team's success feeds back into enrollment and dollars for a university -it is complicated, but for non athletes a successful team adds no value to one's education, but marketing forces can make that University more expensive to attend. Access to education get limited for less affluent countrymen. Have fun with that!
  
- 1        0% What defines merit? There should be at least two people (with "merit" themselves) to judge others - the supervisor and a third party who is not involved in the politics or power-structure of the department.
  
- 1        0% post tenure review; raises for staff
- 1        0% We are losing faculty and having significant difficulty attracting good new graduate students given Florida politics.  
If we can't move the university out of Florida, good salary and grad stipends are crucial.
- 1        0% Providing tuition support for dependents remains a high bargaining priority for many faculty.
- 1        0% please keep the pressure on Post Tenure review bargaining. It affects all aspects of the academic life.
- 1        0% Continuing appointment terms for specialized faculty  
workloads for specialized faculty
- 1        0% Prioritize trying to mitigate the harm caused by the FL Legislature and Governor. Protecting academic freedom and tenure protections should be top priorities.
- 1        0% eliminate post-tenure review
- 1        0% Protect DEI  
Protect tenure  
Protect the union  
Keep the legislature out of curriculum decisions
  
- 1        0% family leave to extend to other family members beyond parental leave
  
- 1        0% Focus on the post-tenure review and don't get distracted with fringe benefits that only benefit a subset of people for a limited amount of time.
  
- 1        0% Increasing the number of sabbaticals, paid parental leave
- 1        0% NA
- 1        0% retirement contribution from the state government
- 1        0% Financial support for specialized non-TT faculty to travel and present at conferences
- 1        0% To be honest, I don't know what compression and inversion related to salaries means, but my concern is that there is inequality in starting pay for people. There should be some measurement or standard so that newest hires don't have a higher salary than those that have been hired for a longer period of time.

- 1 0% support for hiring and retaining faculty and topics especially affected by the waves of turnover and recent challenges, including women faculty and faculty from marginalized and disenfranchized groups who have also been targeted by legislation, to help quell the tides undoing the momentum built for inclusive excellence across our disciplines. Very few full professors and administrative leaders from these groups -- need to make sure FSU is leading the way across the ranks, including administration. That we have been a stronger and more organized university than UF on these matters is an asset for us as a research and innovation leader.
- 1 0% Research funding in the humanities is poor and has gotten worse since I got here, particularly for conference travel and research trips. Also, can we please make parking free for employees?
- 1 0% Defending DEI or trying to slip it in the back door by another name should NOT be a priority.
- 1 0% We really need more TA and RA support in my department. I wonder how many other faculty feel that way? I need a 10/hr a wk TA/RA at all times to do my job well, but we only get a TA for classes of 100+ students. So it is typical to have 2 classes of 65 students (130 total) with no assistance of any kind and of course still be expected to be a highly productive researcher.
- ALSO why is there never enough parking?!!! It is ridiculous.
- 1 0% Job security for specialized faculty, Overload recognition and compensation. Too many faculty members (especially women) are overworked and they are not recognized or paid for overloads. The administration should encourage a manageable level of effort and a remedy for overburdening faculty.
- 1 0% My biggest concern is with restrictions on hiring from 'countries of concern', though I do not know to what extent UFF can resist that.
- I am also concerned about continued anti-DEI efforts, in particular the threat of penalizing trans faculty/staff for using the bathroom aligned with their identity.
- 1 0% OMG, give up with PTR already and get to the raise amounts.
- 1 0% Help with PSLF (Public Service Loan Forgiveness).
- 1 0% Use whatever leverage you think you have to reverse what is effectively the loss of tenure, now replaced with 5-year contracts. For example, remediation plans of 12 months are an absolute joke.
- 1 0% Freedom of speech  
Post tenure review criteria
- 1 0% Not at this time, no.
- 1 0% Thanks for your work!
- 1 0% Merit increases should be on set criteria for advancement raises, neither dean's discretion or absolutely not on peer recommendations.

- 1 0% The post-tenure review policy should be eliminated (ie. go back to a traditional system of tenure). Also, more sabbatical support (ie. guaranteed periodic sabbaticals)
- 1 0% The power of unilateral compensation decisions by administrators should be significantly limited.
- 1 0% While I am grateful for the raises that UFF-FSU has made possible in the past two years, it still feels like that we're merely keeping up with the rate of inflation. If across-the-board raises are too difficult to get then I think it is prudent to push for raises that recognize scholarly achievement. I say this because there are faculty in my department who don't publish much at all anymore while there are faculty (usually younger) that do publish, and to be treated the same seems unfair. The merit raises feel like pennies. Anything that the union can do to help recognize active scholars would be great. Here I don't mean quantity necessarily, but quality, which doesn't seem to be enough of a concern because of the disciplinary differences between STEM and humanities. In sum, I don't feel like I work at a university that recognizes my creativity as a scholar.
- 1 0% post tenure review
- 1 0% Sabbaticals for teaching/specialized faculty.
- 1 0% Travel money to support creative work and PD/conference travel, faculty sick time (there is very little clarity around faculty sick time unrelated to the sick time pool)
- 1 0% For specialized faculty who have reached the highest level (ex., Teaching III, or Research III), we need to ensure that there is still a sustained performance increase at 5-7 year intervals. I am concerned that with the new tenure review process, they will forget about keeping this increase or those specialized faculty members.
- 1 0% My comment is based upon the previous question about merit raises. At the PC campus there really is no peer evaluation. Faculty select their own peers to review their course work and as such all peer evaluations are glowing. We are evaluated by a single person.
- 1 0% None at this time.
- 1 0% Clearly we are still in the time of MAGA university bashing so I believe that sticking to obvious bread and butter issues is best.
- 1 0% I'm not sure if bargaining is the right venue, but the complete lack of leadership from FSU administrators on responding to the waves of legislation from the state negatively impacting faculty and students needs to be addressed.
- 1 0% parental leave policies; long term disability coverage should be part of our normal benefits package and not only have open enrollment every 4-5 years.
- 1 0% let faculty evaluate faculty.

- 1 0% A higher emphasis should be placed on service for salary raises. Service make our professions successful and helps with the mission of the university of research and education. Service work is not valued enough and it seems the same few people do the majority of the service in departments and this is valued the least as far as merit increases go.
- 1 0% Our non-salary benefits like dependent tuition breaks are weaker at FSU than other institutions where I have taught. Simple things like offering tuition breaks, providing free access to facilities (like the gym services), or providing bigger discounts on university-related activities would make faculty feel more valued. Bargaining for those items could make a difference to faculty.
- 1 0% Fair research criteria that is understood college and department wide.
- 1 0% Travel and career development funds are nearly nonexistent in my department, forcing me to dip pretty deeply into my own pockets to meet department and university expectations. These funds need to increase and be easy to access, without application and competition. Everyone should have the resources to do what they are required to do, not only those who are chosen from application process.
- 1 0% The FSU per diem for work travel is a measly \$36 per day in the USA. This is set by the Florida state legislature and has not been updated despite the rising cost of dining. It is woefully insufficient to cover reimbursement and then I pay out of pocket, which is absurd, given I'm traveling on behalf of work.
- 1 0% Tuition waivers for dependents.
- 1 0% No comment
- 1 0% Highest priority should be given to stopping the erosion of tenure protections.
- 1 0% 1) Bargaining to make the university address salary compression/inversion within the specialized faculty ranks.  
2) Finding a way to include those in the "Senior Research Associate" line in some type of Market Equity.
- 1 0% Equitable incentive programs for tenured, tenure-earning, and specialized faculty.

- 1 0% A few other items I'd love to see addressed in regard to faculty salary and benefits:
1. Parental leave policy - 6 months is great, but remove the provisions that it can't affect teaching for more than one semester and that you can only take parental leave once in your life
  2. Guarantee a reduced teaching load for research productive tenure-track/tenured faculty. Each college or department should define standards of "research productivity" and if you meet a certain threshold, you should get an automatic course release.
  3. I'd love to reconsider the university-wide policy that you have to have five years in rank to be considered for tenure. Many other schools will give "early tenure" to stand outs after 3-4 years. Changing this policy could help our retention of top faculty.
- 1 0% Keep working on specialized faculty contract length. Administration always seems to want to go back to yearly contracts.
- 1 0% Maintaining the essential structure of the tenure system.
- 1 0% Academic freedom, getting rid of 5-year post-tenure scam.
- 1 0% raising the university's contribution for retirement back to 10%, where it had been when I started, and when I made the decision to make TIAA contributions rather than join the state retirement plan. It was cut to 5% around the time of the financial crisis.

- 1 0% Inversion and compression are a big deal on campus.  
 Faculty's credentials, publications, experience, and exemplary performance reviews should matter. There are part time GA positions that pay approximately the same amount as fulltime faculty positions which require a Ph.D., publications, teaching experience and research experience to be hired in the 12 month position. Likewise, candidates with only a Master's (no pubs or limited experience) are paid the same as faculty with Ph.D., pubs and experience. It is demoralizing to participate on search committees for positions that require less but pay the same or more than my position. There is huge variance and depression of specialized faculty salaries.
- Likewise, there is a substantial lack of professionalism afforded to the specialized faculty (e.g., allowing only 1 day of remote work per week, required to "cover the office phone" in the era of VM and forwarding calls). Also, specialized faculty should have the option of requesting early promotion, like regular faculty.
- Faculty Senate leadership should revise their requirements to allow greater specialized faculty participation. The specialized faculty have AORs that change based on teaching needs (reduced when courses do not fill). Subsequently, one semester we may qualify and the next semester we don't qualify for participation. If we are in a specialized faculty position and our AOR includes teaching, research, and service, then we should be qualified to participate with the Senate (e.g., voting).
- 1 0% I joined FSU recently, so while I'm not sure what would be the most appropriate or beneficial things to bargain on in the next cycle, the things that are most important to me personally are:
1. keeping insurance costs affordable for individuals and dependents
  2. parking costs (too expensive) and availability (fine if I'm there at 8, but a nightmare if I have a doctor's appointment or something and don't get in until 10)
  3. work from home policies - right now, we have a good one, but this varies throughout the university and could change at any time
- 1 0% Salary and enforcing contract against attacks (like PTR)
- 1 0% Maternity Leave needs to be both extended and applied to all children (not just once). Young faculty should be given the chance to raise their family and excel in their career. The current system places these two fundamental aspects of life at odds with each other. I know of current faculty that suffer as a result and of excellent faculty candidates that have chosen to decline offers from FSU because of it.
- 1 0% I'm deeply grateful for what you do!
- 1 0% Strengthening faculty bylaws in college/units; lengthening specialized faculty contracts

- 1 0% Protecting tenure
- 1 0% Tenure evaluation
- 1 0% Returning to a tenure system
- 1 0% DEI and overall campus safety and inclusion for faculty should be a priority
- 1 0% Academic freedom, tenure protections
- 1 0% Access to appropriate technology for teaching.
- 1 0% -
- 1 0% Preserving academic freedom and diversity and equity support for minoritized faculty.
- 1 0% salary first, leave second, promotion/discipline third
- 1 0% No.
  
- 1 0% Tenure is gone since the new requirements match exactly the system in place at designated non-tenure state universities. The BOG and University need to admit this and not remain in their current state of denial. Post-tenure review is NOT tenure. It's five year renewable contracts.
- 1 0% Parking  
Promotion raises
- 1 0% Fight for Sociology and for DEI
- 1 0% N/A
- 1 0% I still find the new rules regarding sexual relationships between undergraduates and faculty to be completely inappropriate. They are, more specifically, explicitly homophobic. The way they are phrased (using the language of consent) and the way they aim at social networking technologies used mainly by gay men are actually egregious. In addition, the new rule purports to limit what students can do, but students have no idea about these rules at all, which means that they are instead aimed at faculty, especially gay and lesbian faculty. It's outrageous. I understand that we're in a very conservative environment right now, but I feel really betrayed by the union as regards this issue.
  
- 1 0% professional development opportunities for non-tenure faculty  
tuition for family members
- 1 0% Any efforts to protect tenure and academic freedom would be worthwhile.
  
- 1 0% Optional overage pay
- 1 0% Several years ago, the Union spent a lot of time and energy negotiating about "romantic" relationships with students. This was a waste, and it made me lose respect for the union. Faculty shouldn't date students, and that line is clear. Negotiating leniency on this was a poor decision and, frankly, bad PR for the union.
- 1 0% Somehow, some way, please make it possible to hold deans accountable for corruption and poor performance.

- 1 0% Securing longer contracts for contingent faculty. Aligning merit and annual assessment with actual job duties. I've heard from people, for example, that they can't reach the required metrics for merit raises due to their time allocation being predominantly in teaching. At the very least, we need better education for chairs and individuals on how this process works to avoid any issues.
- 1 0% It seemed that this year's bargaining efforts were solely on post-tenure review, which made me regret joining the union, as that has no impact on my position at all.
- 1 0% Protections to tenure and the arbitration process are paramount. The President and Provost are claiming that the attacks on tenure, arbitration, and DEI will not make a difference, but this is clearly untrue. If the administration can't stand up for academic freedom, the university is at risk, for its quality of education and research as well as for its reputation and ability to recruit faculty and students. The union must push the administration towards standing up for academic freedom and tenure. The large surge in union membership shows that the faculty are worried.
- 1 0% Inability to hire instructors that do not have a PhD. It makes it difficult to get a good instructor. All you get in the candidate pool are students with no job experience, very little teaching experience and have such a poor research record that they could not land a tenure-track research position.
- 1 0% If you come to the bargaining table with the "administrators are against us", it hurts every time. Why not try a new tactic?
- 1 0% Parental leave is a priority for me. FSU's "One child" policy is anti-family and anti-women.
- 1 0% Protecting tenure and academic freedom need to be top priorities.
- 1 0% Inversion issues.
- 1 0% Salary inequalities across the colleges.
- 1 0% No. I'm aware of how much you have bargained this past year. Thank you for all your labors. I would ratify the contract no matter the rate/level of increase.
- 1 0% Stop worrying about DEI and PTR.
- 1 0% Would like there to be less concern about parking and more incentivizing of public transit and bike usage. Please also advocate for phased retirement plan.
- 1 0% The vast increases in mid level administrative salaries needs to be mentioned. Every incentive is given to keep administrators and none to faculty. Foundation salaries increased by 40% in one year.
- 1 0% Salaries once set are not adjusted. It would be nice if an annual COLA be given, plus merit raises for outstanding performance. Also, pay compression is a major issue which makes faculty look outside FSU.

- 1 0% It is very tiresome for teaching faculty who will never have tenure to have our "second class" status rubbed in our faces by the constant fretting about issues related to tenure. I understand this is important to faculty on tenure track. But what about the rest of us who will always live from one short-term contract to the next, never really sure if it is safe to put down permanent roots?
- 1 0% Ability for SF to break up PDL as smaller sub leaves given their duties requiring presence at FSU.
- 1 0% Protection of academic freedom and clear bargained outcomes for this post-tenure review nonsense.
- 1 0% protect tenure
- 1 0% Teaching load for specialized faculty
- 1 0% Improvements to the parental leave policy
- 1 0% No, improving salaries is of utmost importance. We have significantly lost ground to inflation, from an already inferior salary position relative to peers. Interestingly, though, administrators seem to be doing quite well in this salary-inflation environment. The President should adhere to his own mantra of improving salaries within FSU to ensure our ascent to excellence. The focus should be on across-the-board first, then focus on merit raises to ensure retention of best faculty members.
  
- 1 0% We should protect tenure at all costs. Having no job security creates a culture of distrust between faculty and administration. If we are to retain faculty of the highest quality, we ought to do what we can to ensure tenure is protected.
- 1 0% Either kill post-tenure review or make the administration pay for huge raises for everyone who was subjected to it.

1 0% In 2021, the CPI inflation index rose 4.7% compared to the previous year [1]. For the 2021-2021 cycle, the salary increase was 3% but only for Full Professors and Eminent Scholars [2]. During the year 2022, non-tenured faculty effectively lost 4.7% of their purchasing power while full Professors and Eminent Scholars lost 1.7%. This shows that young faculty were disproportionately affected but all faculty members lost purchasing power relative to the whole economy.

In 2022, the CPI inflation index rose to 8.0% compared to the previous year [1]. For the 2022-2023 cycle, the salary increase was 5% across the board [3]. Again the purchasing power of faculty lost 3.0% relative to the whole economy.

In 2023, the CPI inflation index rose to 4.0% compared to the previous year [1]. For the 2023-2024 cycle, the salary increase was a 4.2% performance-based increase across the board [4]. This increase was barely on-par with that year's inflation.

As of this year, the 2024 inflation remains at 3.2% year-over-year [5]. Ammounting to the net losses in purchasing power relative to inflation between 2021 and 2023, an FSU full-time assistnat professor has lost a total of 7.5% in real income (in contrast with nominal income). In conclusion, FSU the employee salary history has not been keeping up with inflation.

A second aspect that has been affecting FSU entry-level employees and newcomers is the abysmal increase in house prices. Based on the real state price database Reventure, Between 2020 and 2024 the house prices increased 6.3%, 7.85%, 11.85%, 7.65%, 5.9%, and 7.7%,

1 0% Supporting faculty's research should also be a priority. Increasing the number of paid leaves will help: the number of sabbaticals/semester is very small compared to the number of faculty.

1 0% Raise reporting level for outside activity from \$5000 to \$10,000. Raise royalty level per year for books used for classroom from \$500 to \$5,000.

1 0% Insulating faculty from the legislature's political meddling -- e.g. post-tenure review

1 0% Post-tenure review -- greater clarity about consequences  
Academic freedom

1 0% We are not working in a vacuum and depend on departmental administrative staff. Why is it that the FSU high-up administration does not care about merit and salary increases for admins?

1 0% FSU lags behind peer institutions in providing sabbaticals. It is absurd that half-year/full-pay sabbaticals are competitive as this can mean a faculty member could work their entire career at FSU without ever being awarded a sabbatical.

1 0% None other than salary

- 1           0% Post tenure review; working to stop "brain drain"  
              In this regard do recognize that some administrator discretion must be allowed to stop exemplary faculty from being lured away to other states. It would be foolish of the union in the extreme to ignore that reality and lose great faculty because of an unyielding position against any administrative discretion for truly extraordinary faculty who may have options elsewhere in less noxious political climates but otherwise would like to stay. Do not cut of our noses to spite our faces!
- 2           0% post-tenure review
- 4           1% no
- 5           1% No

## Legislative and Regulatory Issues:

UFF-FSU engages the Florida Legislature and other authorities such as the Board of Governors to protect faculty rights and interests. Please share your opinion regarding the following issues:

In terms of doing my job well, recent Florida legislation or regulation has made it:

634	99%
5	1% Much easier
3	0% Somewhat easier
91	14% Had little or no effect
239	37% Somewhat harder
267	42% Much harder
29	5% Not sure or does not apply

Recent Florida legislation or regulation makes it easier to secure grants and other external funding.

631	98%
3	0% Strongly agree
10	2% Agree
144	22% Neither agree nor disagree
144	22% Disagree
177	28% Strongly disagree
153	24% Does not apply

Recent Florida legislation or regulation makes it easier to teach my students what they should know.

633	99%
3	0% Strongly agree
18	3% Agree
121	19% Neither agree nor disagree
154	24% Disagree
254	40% Strongly disagree
83	13% Does not apply

Recent Florida legislation or regulation makes it easier for me to conduct important research.

632	99%
3	0% Strongly agree
8	1% Agree
163	25% Neither agree nor disagree
185	29% Disagree
176	27% Strongly disagree
97	15% Does not apply

Recent Florida legislation or regulation makes it easier for me to provide useful service to Florida citizens or organizations.

632	99%
5	1% Strongly agree
16	2% Agree
160	25% Neither agree nor disagree
182	28% Disagree
188	29% Strongly disagree
81	13% Does not apply

Recent Florida legislation or regulation makes it easier to recruit top students and faculty.

631	98%
17	3% Strongly agree
17	3% Agree
51	8% Neither agree nor disagree
87	14% Disagree
436	68% Strongly disagree
23	4% Does not apply

Recent Florida legislation or regulation on unions, curriculum, tenure, diversity, equity, or inclusion makes FSU a better university.

635	99%
15	2% Strongly agree
19	3% Agree
51	8% Neither agree nor disagree
67	10% Disagree
475	74% Strongly disagree
8	1% Does not apply

Do you have additional comments regarding legislative or regulatory issues?

116	18%
1	0% The legislation challenges and often violates basic nursing ethics.
1	0% The rules regarding recruitment of outstanding applicants from certain countries has made staffing research laboratories significantly more difficult. The whole concept by which we recruit the best and brightest people from other countries, is entirely pro-american. We become stronger through this process.
1	0% Policies upholding oppressive practices hinder growth across various societal, interpersonal, professional, and intraprofessional domains. We need policies that attend to the existence of all people. Not policies based on racist & demeaning politics.
1	0% Both prospective students and job candidates for hire in our department have declined offers and justified their decision on the basis of recent Florida legislation.

- 1 0% The effects of the legislative actions will be invisible. High quality faculty may avoid Florida, and no one will know the difference. New research ideas may be suppressed, and no one will know the difference. New theories that might be taught, might not be, and no one will know the difference. The universities will begin to die an invisible death.
- 1 0% Colleagues continue to leave to get out of this state. As now the university begins to vet classes for "identity politics" through reviews happening from now until the end of this semester (according to Lynn Hogan), the effect will continue and I know people who are pushing to get out of Florida.
- 1 0% I am very concerned about the direction Florida legislation is moving.
- 1 0% Very disappointed in FSU admin's rolling over to let BOG trample on Sociology; also incredibly angry and disappointed at having to read in the Democrat how Admin "quietly disbanded DEI" office. One more sign of admin's willingness to throw faculty and academics under the bus; to kowtow to political pressure all the while lying to faculty about how they're protecting us. "Trust us, trust us," they say. Bollocks.
- 1 0% Recent legislation has made it virtually impossible to establish collaborations or give sub-awards to institutions outside of Florida because the terms and conditions are unnaturally arduous. There is little motivation to do business with a Florida university.
- 1 0% The Florida Legislature makes my job harder in every way. We have lost top faculty and top students, and will continue to see a brain drain. We are not competitive for large grants due to the current legislation and regulatory issues. It is not safe for many of us to live in Florida.
- 1 0% I would like us to find a way to work with the legislature, not fight with them.
- 1 0% Faculty recruiting and graduate student recruiting has been very difficult. We had a much poorer applicant pool of graduate students this past year.
- 1 0% Recent Florida legislation is in violation with rules in its requiring educational employee unions to have a greater than majority (60%) participation.
- 1 0% Recent legislation will continue to diminish the national standing of the university. That will make it harder to win external funding.
- 1 0% i would like to see FSU admin join with the union in resisting what are unconstitutional and extremely detrimental laws. The damage being done cannot easily be undone, and I have seen little or no push-back from administrators to the outrageous legislation targeting professors, teachers, research, teaching, and access to information.

- 1 0% The concerns I have are that our current political climate requires me to censor my instruction as well as the discussions held in class. It is also clear to see the negative impact on Latino, First Gen, African American, LBGTQ, and female students whose voices and identities feel stifled given anti-diversity actions and statements. In a state that needs an educated and forward-thinking workforce, this environment has many bright young people leaving or considering leaving the state.
- 1 0% Bring back the inclusive environment and stop bringing politics into education.
- 1 0% I think we all know there are a lot of political things going on. However, there is no doubt that one party tries to infiltrate the education system to indoctrinate students while the other tries to pass legislation to prevent it. Maybe politics does not belong in the classroom!
- 1 0% The recent Florida legislation made it much harder to attract certain candidates for open positions this year, making it much harder when serving on search committees.
- 1 0% every year they are coming up with something new to bash our heads and thus show "strength". Video recording first (no proofs of indoctrination though), DEI bashing, now checking if we are not spies! it's getting ridiculous and more dangerous year after year. Hard to attract top talent.
- 1 0% Our faculty candidate pools are lackluster -- when we contact potential candidates from our professional networks, they are concerned about the oppressive political climate in Florida. They don't want to move their families to a state that endorses hate, intolerance, and actively discourages critical thinking.
- 1 0% The new legislation and regulations have caused irreparable harm to the university. It will take years to undo the harm, but we must try to reverse these harmful actions.
- 1 0% Assaults on unions and education are a step toward imposing authoritarian rule
- 1 0% Many of Florida's legislation or regulations have caused an increase in folks leaving Florida State Universities and the field of education.
- 1 0% Hiring has been extra challenging given the uncertainty surrounding tenure in Florida.

Even though they are related, we should be careful to distinguish between the different legislative issues. Faculty may not be 100% aligned on union, post-tenure, and DEI positions shared by the union reps. You will get more support and faculty buy-in if the issues are individually tackled.

- 1 0% These policies are making it extraordinarily difficult to recruit strong faculty and graduate students to FSU. We have had fewer applications and had candidates pull out of interviews due to the political climate. Further, I've heard concerning things from search committees that would suggest racial bias such as implying a candidate would be unlikely to come to Florida given their racial identity and their area of study.
- 1 0% Looks like there is no Intellectual Freedom in FL now: "about legislation regarding foreign influence, and this will impact our international recruitment and student enrollment. " We are prohibited to purchase information resources from some foreign countries even if what we want to purchase are collections related to history, culture, languages etc.
- 1 0% We had a colleague leave prior to tenure this year specifically because of the legislative climate in Florida. We have had significant issues in recruiting both faculty colleagues and graduate students because of the legislative climate and decisions in Florida. Our pool of faculty position applicants was the weakest/smallest in over 30 years--faculty do not want to move to take jobs in Florida despite the College of Music's exceptional national reputation. The same is true for graduate applicants. We are not sure how this will impact this year's applicants who have been accepted and who have financial offers pending, but last year we lost most of our top candidates, and being in Florida was a part of their decision-making to go elsewhere. We wouldn't have gotten all of them in any case, as we are competing nationally with top programs such as Eastman, Yale, CUNY, Harvard, etc. and can be easily "outbid" by programs with more money to offer, but it was a particularly bad year for doctoral admissions in my subject area.
- 1 0% The 60% union rule in a right to work state is totally targeted towards union busting. When we have over 50% that is a majority, And further doing away with direct pay deductions is another indicator to make it harder to join our union
- 1 0% No comment
- 1 0% I cannot provide any useful feedback on what the FL legislature is doing to higher ed.  
It is awful.
- 1 0% They are so completely out of touch with what actually goes on at the university. They are attacking strawman "wokeness," and offer little that's constructive. If anyone of them spent any time actually talking to people on campus, maybe that would help. We should invite them to.
- 1 0% It is both the actual text of the legislation and the "more importantly" silencing effect this legislation has. This negatively impacts what takes place in classrooms, as well as the university's ability to recruit good faculty.

- 1 0% Again, I strongly agree with recent Florida laws on DEI in education. While the words represented by DEI sound good in principle, in practice DEI functions mainly to create division within organizations and to silence political conservatives. Many people who argue against the Florida laws about DEI on grounds of academic freedom, actually only care about the freedom to voice views that they agree with. As a political conservative, I have never felt free to express my thoughts on sensitive topics, nor have I ever felt that the union or my colleagues would defend my freedom to do so. Once these same people start standing up for the freedom to express views they disagree with, I'll be on their side, but I'm not holding my breath. Until then, the recent Florida laws make me feel more free, not less.
- 1 0% Accreditation is a major concern, particularly for schools and colleges accredited by organizations that Florida has officially cut ties with.
- 1 0% Keep fighting for us. You're going a great job. I am so thankful for our union.
- 1 0% As Director of Graduate Admissions in my department, I can see very clear and strongly negative effects on the size and composition of our applicant pool and on our ability to recruit top students -- particularly those from groups underrepresented in our field. Women, LGBTQ students, and students of color are understandably reluctant to come to Florida. Over time, Florida's legislation will diminish the quality of our graduate program by driving many prospective students away. Moreover, the hurdles posed for recruiting strong international students from certain countries have been a particularly tough thorn in our side this cycle.
- 1 0% The (bad) media reports on (stupid, powerless) FL laws have made recruiting difficult; the laws themselves have had no effect.
- 1 0% The University should do more to help recruit talent students. Current policy on country of concerns had significantly halted our ability to get the best students!
- 1 0% We are losing excellent faculty of color and faced with challenges with recruiting top candidates to FSU because of the current state political climate.
- 1 0% The Florida legislature needs to stop using and abusing faculty and the educational system as a political football. Poorly treated faculty are employees who will leave at the earliest opportunity. Both my spouse and I are Florida faculty. We are currently seeking employment out of state. That is what happens when people earn tenure and then have it stolen from them. That is what happens when the BOG is at one point telling the universities they need DEI and then turning around and punishing them for it. Some of what is being done now is so transparently cynical in its instrumentality for political advantage that it turns my stomach. I love Florida. I love Florida's students and their parents. Florida politics have become a mockery.

- 1 0% It feels like the union has been pretty toothless in combating these changes. I am not sure what more can be done, but it does feel like we just keep getting steamrolled with these laws and there is not really much we can do about it.
- 1 0% Limiting what can be taught in subjects like medical disparities actually puts our accreditation from national accrediting agencies at risk.
- 1 0% Legislative/regulatory issues have had a negative impact on attracting faculty and students, and both potential colleagues and students regularly ask about the impact legislative/regulatory issues are having on both the faculty and student experiences. I have been told point-blank that peers would not apply for job openings because of the current political climate in Florida. I have real concerns about the long term negative impact that current legislation/regulatory issues will have on our university.
- 1 0% We will have fewer PhD students due to SB 264. It is not a substitution effect, i.e., the spots are not going to Americans instead. We simply will not have the students.
- 1 0% We have seen a 50% drop in graduate applications due to FL policies on Black history and international students.
- 1 0% Legislators as a whole, do not understand higher education.
- 1 0% Even basic programs like supporting STEM education outreach and having robust and scholarly discussions and research on topics such as gender, racialization, socioeconomic status, social differences and psychology -- all of these basic things that we know matter are harder, and the burden falls especially hard on those already paying a cultural tax for having specialized and rare skills and ability to represent. It is important that faculty at large engage in professional development and that there be clearer procedures so that the now smaller share of faculty with these skillsets and interests are not further burdened by being "unicorns". Rather than hiring unicorns that are ignored and unsupported, we need to structure these supports for the benefit of all faculty to be able to more fully meet and exceed the expectations for faculty at FSU.
- 1 0% I think there are minimal substantive concerns here, but there has been an outsized reaction emotionally. We can't/shouldn't govern on emotions.
- 1 0% What is happening in the legislature is appalling and contradictory to human rights and free speech. Please work to reverse these grotesque and antiquated regulations.
- 1 0% Recruiting graduate students has been immensely challenging this year. Also, I often find myself defending myself personally and professionally when meeting with colleagues at national conferences.

- 1 0% We have to accept that MAGA politics likes to bash us and politicians then cloak themselves in being of the people. Eventually this will die of its own insanity like the banning of dictionaries from public school libraries. But it will take a while. We should take this moment to reflect on how we as educators really give opportunity to our students and somehow get those stories out. being in engineering PC issues are small, but especially because the College of Engineering is a joint college of FAMU and FSU, we have to recognize that our commitment to diversity is built in. So DEI or DIE as Musk calls it is not optional for us.
- 1 0% Particularly concerning is that FSU administration has failed to address ANY of this hostile legislation or even release timely guidance for faculty, staff, and students.
- 1 0% The amount of wasted time on things like post tenure review and the BOG process for students from countries of concern is astounding.
- 1 0% Recent legislation has made it next to impossible to recruit to our PhD program.
- 1 0% I still feel like I am able to recruit students with some freedom. However, Florida legislation has been specifically highlighted in denying a preparation grant I applied for.
- 1 0% It is a terrible time to be at a university in Florida
- 1 0% You did not construct the final two questions of this section well. Recent Florida legislation/regulation have had a different impact on the ability to recruit top students compared to top faculty. Similarly, recent Florida legislation/regulation on unions, curriculum, tenure, diversity, equity, or inclusion have had different effects. Some make FSU better. Some do not. You should separate out the regulations for better insight into how faculty feel.
- 1 0% The anti-DEI in education legislation as well as attacks on LGBTQ people in general and limitations on reproductive healthcare have made it extremely difficult to recruit faculty, postdocs and grad students. Applications are way down and candidates are turning down offers, telling us explicitly that this is why. Faculty are leaving FSU at higher than normal rates for this reason as well.
- 1 0% This is a comprehensive list of the legislative issues. I'm grateful to the UFF-FSU for leading the charge.
- 1 0% I don't believe the union did enough to protect sociology in the state (I know we were trying to save the union, though), and that sociology is just one of many disciplines that will be targeted as they continue to push towards the vision outlined in think tanks' General Education Act. While the Law gave the BOG the ability to make such a decision, does the BOG have the obligation to follow the law as written when making the decision? If not, I suppose there is nothing to do. But if so, I encourage attorneys to look at the matter closely as the reasons they gave in the meeting did not align with the reasons outlined in the law surrounding why they could take a class off the list of core general education courses.

- 1 0% I was told by some people I contacted for a job search that they were refusing to consider any jobs in the state of Florida, due to recent legislative issues, even though they thought FSU had a great department in the field.
- 1 0% Leaving FSU is on everyone's mind whose personal circumstances allow relocation.
- 1 0% Recent Florida legislation/regulation on students and scholars from the countries like China, Venezuela, etc., is really hurting our ability to recruit strong graduate students, postdocs, faculty members from those countries and thus severely damaging our strength and reputation as a research university.
- 1 0% Faculty should teach about their areas of expertise. DEI is not an academic topic and has no place in objective curriculum.
- 1 0% Recent legislative issues in FL have made it significantly harder to recruit top graduate students and faculty. They simply don't want to come here and are going elsewhere, even if salaries and prestige at other institutions is lower. Moreover, more national organizations are becoming reluctant to hold academic events in Florida, so there are fewer opportunities in the state to share top work.
- 1 0% Florida legislative activities have made it very difficult to see my academic role in the same light as it used to be. While little they have enacted affects my day to day, there is a low-level anxiety and concern that exists that is very concerning. Their activities have hastened my decision to seek retirement.
- 1 0% If we have a top university system, why sabotaging it? It is a LOT harder to recruit top graduate students, and frankly Florida higher ed looks foolish the world over.
- 1 0% I have been at FSU for more than a decade. 2023 was the first time I seriously considered offers from peer universities that tried to recruit me.
- 1 0% The legislature and governor are using unions and higher education as political footballs, and these highly politicized efforts are already leading to decreased retention and recruitment of both students and qualified faculty throughout Florida public colleges and universities. They should be circumvented as much as possible.
- 1 0% The foreign influences law and the post-tenure review law prohibit us from recruiting talented doctoral students and faculty. The ripple effects of the laws deter not only candidates from the countries of concerns but also candidates from all other countries, including domestic candidates.
- 1 0% Granting agency personnel often have to be informed that FSU can receive research funds related to DEI issues. It's embarrassing having to explain away the headlines brought about by our governor and legislators. There's been a chilling effect. I feel for our HBCU colleagues.

- 1 0% Concerning the issue of DEI, I understand (from the University President himself) that it is "Equity" which the current Republican dominated legislature strongly objects to - since they apparently equate this with "equality", and believe it to be part of the Democrat's political agenda. So, it is necessary to very carefully specify what is meant by "Equity", or else just stick to D and I.
- 1 0% The goal should be to shrink administration, and to keep out of academic issues.
- 1 0% I believe that the MagLab lost a top candidate for its next Director based, at least in part, upon these recent issues in Florida.
- 1 0% My decision to leave the university and accept employment elsewhere was motivated largely by Florida's decision to destroy its own system of higher education.  
I had accepted a tenure-track position, not a 5-year contract, and the state de facto introduced retroactive changes to my conditions of employment--this is my layperson's view on the matter (I am not a lawyer and not a labor-rights expert). What the parties are now negotiating is the fine print of the abolition of tenure, which can mean a lot of different things, some worse than others. Still, the parties are negotiating the abolition of tenure.  
F@#\$ THIS FASCIST S%^\*()& STATE (*repeats several times*)
- 1 0% Recent Florida legislation that makes it harder to admit students from "countries of concern" with support (teaching or research assistantship) has been a real problem for my department, which has a large fraction of its PhD students from China. This has not only made it difficult for us to recruit Chinese PhD students, but it has also put our department at a severe disadvantage when attempting to recruit new faculty, many of whom are aware of this restriction.
- 1 0% The recent legislation makes FSU and other public universities a hostile working environment and causes undue stress on faculty, especially minoritized faculty. I have been in meetings for large federal grant applications that could bring more than 2.5 million dollars to FSU and it was questioned whether the grant could be applied to due to recent Florida legislation. I have had top post doc applicants choose other universities. I have had excellent colleagues in the field choose other places of employment. These policies are actively losing FSU high quality students, trainees and faculty. These policies are also losing FSU millions of dollars. Meanwhile guidance from administration has been minimal, which silence reads very poorly for underrepresented faculty.
- 1 0% Not much real impact yet, problem will be recruitment and leadership, so focus on building and maintaining membership
- 1 0% Many of these questions do not apply at present, but if we move forward as planned, I am concerned about how certain elements of my work may be affected,
- 1 0% I expect that most of my current research is illegal and teaching the authors I work with is now illegal in HS and probably at University.

- 1 0% N/A
- 1 0% If the legislature could stop ruining everything that would be great.
- 1 0% I think FSU has been really extraordinary in their responses to anti-education legislation. The laws themselves border on insane but might more accurately be described as fascist.
- 1 0% Excellent PhD applicants have decided to reject our offers when others with similar funding were available, and have told us specifically it's because of Florida's government. The governor and legislature are destroying education in Florida. They clearly have NO idea what goes on in college. The last thing we do is try to tell students what to think. We're trying to teach them HOW to think. (If anything, we aren't liberal enough, in our students' opinions.)
- 1 0% I personally teach courses that aren't impacted by these rules, but I see the negative effect this is having on my colleagues and on recruiting faculty and graduate students.
- 1 0% The legislature is killing our public universities. It's SO hard to recruit good faculty and graduate students nowadays!
- 1 0% It has had a tremendous impact on our ability to successfully recruit new faculty and retain faculty. It has impacted faculty morale and sense of safety on campus. There is significant distrust between faculty and upper administration due to lack of communication and transparency regarding changes that are made at the University.
- 1 0% These issues aren't limited strictly to DEI on campus but the larger culture of how we're perceived. In some areas we're not seeing the top 80% of applicants either for student or faculty recruitment.
- 1 0% The "countries of concern" issue is keeping us from recruiting top doctoral students and from engaging fully in scholarship internationally. We will see our numbers drop for doctoral students, and we will lose important international connections.
- 1 0% Recent Florida legislation and regulation have led to valued colleagues seeking out jobs in other states and have created an overall sense of uncertainty and panic among faculty, staff, and students. It seems as though morale is at an extremely low point because of this.
- 1 0% We should follow UF and abolish our DEI programs.
- 1 0% Do not know why tenure review has been at the forefront of your anger. All contributing people at the university should be evaluated. When you whine about being reviewed with tenure, it makes the outside think you have something to hide.
- 1 0% It feels impossible to recruit competitive faculty in this environment.

- 1 0% I have personal knowledge of faculty leaving our university due to the direction of recent legislative and regulatory issues, and of excellent candidates for faculty, postdoc and graduate student positions who were interested in joining FSU, but unwilling to apply for positions in Florida due to legislative and regulatory issues. Legislative and other governmental interference in higher ed is actually, not just potentially, hurting our reputation and ability to function. Grants are leaving our state with excellent faculty who would rather be elsewhere.
- 1 0% Higher education should not be politicized
- 1 0% Last year, I hadn't begun to notice the effects of Florida legislation on regulation of unions, curriculum, diversity, equity, or inclusion. This past Fall semester, I began to see concrete effects, esp. in the loss of students, potential hires, graduate applicants, and in the exodus of students away from courses and degree programs that they assumed would be cancelled. As well, students for whom diversity initiatives were/are a principal area of research had their research interrupted by the sudden dissolution of DEI statements and offices on campus and across the state. My own research and disciplinary service are tied up in what Florida has now cited as countries of concern, thus causing me to have to change course. Finally, after laboring for years to help FSU develop more effective ways to evaluate teaching, I see that current legislation or BOG regulations will now have us relying on student evaluations, in spite of all the higher ed research that has been conducted over the past decade, showing overwhelmingly how ineffective a tool these evaluations are, not only for reflecting student perceptions in any accurate manner, but also for improving teaching or the culture around teaching. Last year, I wouldn't have said this, but I say it now: the Legislature are leading us to certain ruin because they have a misguided understanding of what university instruction is, and of what generation our students represent. I believe we have yet to see the real effects of this legislation. What doesn't show up now will only snowball into next year. This is not paranoia. This is fact.
- 1 0% Stop fighting the legislature. They are doing what needs to be done.
- 1 0% There are a lot of idiots in the Florida legislature.
- 1 0% Florida legislation and regulation is destroying universities, which means going backwards on education and innovation that fuels growth and prosperity of Florida citizens
- 1 0% The legislation is encouraging top faculty to seek jobs elsewhere.
- 1 0% We have lost a lot of great talent to this anti-DEI/education agenda.

- 1 0% From the perspective of a tenure-track faculty, the recent legislation increasing the scrutiny in hiring personnel from countries of concern has had a negative impact in graduate student and postdoctoral hiring. Most of the students reaching out to me have come from Iran, India, Bangladesh, and Nigeria (surprisingly Chinese student inquiries are absent), with Iran student request being the largest. Despite these students exhibiting a great level of preparedness, it results effectively not possible for me to hire these students since the Board of Governors background check is extending the deadlines more than what these students can wait. This is causing the students to apply for other universities in the United States. Eventually, I will have to compete for the same grants just like the other universities but with less power to staff my laboratory to be productive.
- 1 0% The clown car of bozos up in the capital make every Florida resident look like an idiot.
- 1 0% Recent Florida legislation has not only made it nearly impossible to do the job I was hired to do, it has also negatively impacted the following:
- The quality of graduate students accepted into our program  
 FSU's national and international reputation  
 The morale of the remaining faculty  
 My intention to remain in Florida
- 1 0% No
- 1 0% This is a concern <https://www.nature.com/articles/d41586-024-00554-2#:~:text=The%20Florida%20law%2C%20called%20SB,North%20Korea%2C%20Syria%20and%20Venezuela.>
- Obviously, many highly qualified student or faculty candidates from those countries cannot join FSU. This clearly hurts FSU in the long run.
- 1 0% It is embarrassing. But I also want to stress that I see a very clear distinction between the state and the university leadership (not the BOG, our actual leadership) who are in a very tough position.
- 1 0% I am leaving FSU (and the state) at the end of this semester. The ONLY reason I looked for other employment (and ultimately found a better opportunity) was due to the anti DEI legislation.
- 1 0% It didn't and likely won't have a direct effect on my personal research; I acknowledge that it will make a huge impact on others.  
 But the salary bargaining should be the highest priority by far.  
 Another important thing to note is bargaining for insurance: for example, the new prescription insurance is terrible compared to the previous one, and we have already seen a 10x (no exaggeration) increase in cost of drugs.

- 1 0% Policies affecting higher education should be left to the education professionals who KNOW the issues and consider them in non-politically biased ways, not left to the Florida legislature, which has been driven by very partisan politics in recent years, particularly with the Governor's run for the WH.
- 1 0% None
- 1 0% The legislator seems to try to force research universities to become community colleges, given the restriction on doing research with foreign nationals (e.g., ramp approval needed for all, not just the 'evil' countries). Why does anyone want to collaborate with us?
- 1 0% Applications to graduate programs and for open faculty positions are noticeably decreased in quantity and quality
- 1 0% I'm extremely disappointed with the direction the Florida legislation has taken. The campus culture seems more divided and "on edge" than ever before. Not only does it make day-to-day activities harder (e.g., am I going to get "in trouble" for a perceived over-emphasis on anthropogenic climate change in an intro science course?), but I have been on several hiring committees where the political culture in Florida and on campus is brought up by highly-qualified candidates as a concern. There is little doubt that FSU is having (and will continue to have) a recruitment issue if the legislature continues to push radical policies.
- 1 0% Recent Florida legislation has made the recruitment of foreign graduate student and postdocs much harder, and much more timing consuming even when successful. It has also projected a very worrisome image of the local climate and discouraged even good domestic graduate student and postdoc from applying for jobs at Florida's academic institution. This negatively affects the work of all research groups.

**General Survey Questions:**

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

633	99%
23	4% Strongly agree
167	26% Agree
175	27% Neutral
208	32% Disagree
60	9% Strongly disagree

Faculty morale is high at FSU.

632	99%
10	2% Strongly agree
109	17% Agree
158	25% Neutral
260	41% Disagree
95	15% Strongly disagree

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

629	98%
18	3% Strongly agree
137	21% Agree
187	29% Neutral
120	19% Disagree
47	7% Strongly disagree
120	19% Not sure

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

627	98%
14	2% Strongly agree
148	23% Agree
237	37% Neutral
157	24% Disagree
71	11% Strongly disagree

Faculty and staff parking is satisfactory at FSU.

629	98%
32	5% Strongly agree
143	22% Agree
168	26% Neutral
165	26% Disagree
121	19% Strongly disagree

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

628	98%
21	3% Strongly agree
147	23% Agree
233	36% Neutral
164	26% Disagree
63	10% Strongly disagree

**Administrator Evaluations:**

President Rick McCullough's performance has been:

626	98%
55	9% Outstanding
245	38% Good
157	24% Fair
57	9% Poor
12	2% Unacceptable
100	16% Not sure

Provost Jim Clark's job performance has been:

626	98%
70	11% Outstanding
212	33% Good
126	20% Fair
37	6% Poor
11	2% Unacceptable
170	27% Not sure

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

624	97%
92	14% Outstanding
211	33% Good
105	16% Fair
40	6% Poor
13	2% Unacceptable
163	25% Not sure

Vice-President for Research Stacey Patterson's job performance has been:

622	97%
56	9% Outstanding
164	26% Good
80	12% Fair
28	4% Poor
14	2% Unacceptable
280	44% Not sure

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

627	98%
163	25% Outstanding
265	41% Good
99	15% Fair
52	8% Poor
21	3% Unacceptable
27	4% Not sure

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

626	98%
243	38% Outstanding
213	33% Good
87	14% Fair
36	6% Poor
38	6% Unacceptable
9	1% Not sure

### **Professional Work Climate**

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

629	98%
73	11% Strongly agree
281	44% Agree
133	21% Neutral
110	17% Disagree
32	5% Strongly disagree

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

628	98%
103	16% Strongly agree
266	41% Agree
86	13% Neutral
93	15% Disagree
70	11% Strongly disagree
10	2% Not applicable

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

628	98%
368	57% Very concerned
139	22% Moderately concerned
69	11% A little concerned
46	7% Not at all concerned
6	1% Not sure

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

629	98%
312	49% Very concerned
169	26% Moderately concerned
61	10% A little concerned
13	2% Not at all concerned
74	12% Not sure

Merit assessment procedures in my department/unit are fair.

628	98%
74	12% Strongly agree
275	43% Agree
162	25% Neutral
80	12% Disagree
37	6% Strongly disagree

In regard to the five-point performance-rating scale, I expect my overall annual evaluation rating this spring for 2023 to be:

626	98%
2	0% Does not meet FSU's high expectations
1	0% Official concern
133	21% Meets FSU's high expectations
298	46% Exceeds FSU's high expectations
192	30% Substantially exceeds FSU's high expectations

If you are going through Post-Tenure Review (PTR) this academic year, was your overall rating from your dean consistent with the ratings you have received on your annual performance evaluations over the past five years?

621	97%
1	0% No, my PTR rating was higher than my annual evaluation ratings
25	4% Yes, my PTR rating was consistent with my annual evaluation ratings
7	1% No, my PTR rating was lower than my annual evaluation ratings
36	6% Not sure
552	86% Does not apply

Post-Tenure Review (PTR) ratings should be consistent with one's past five annual performance ratings.

613	96%
245	38% Strongly agree
221	34% Agree
128	20% Neither agree nor disagree
6	1% Disagree
13	2% Strongly disagree

Bargaining to ensure fairness in the Post-Tenure Review (PTR) process should be a top priority for the UFF-FSU Chapter.

616	96%
261	41% Strongly agree
206	32% Agree
112	17% Neither agree nor disagree
17	3% Disagree
20	3% Strongly disagree

Do you have any comments on Post-Tenure Review (PTR)?

97	15%
1	0% No need. Just waste of time.
1	0% There must be an acknowledgment of a professor's sustained excellence and that must be made by increasing compensation (salary).
1	0% Admin's "reassurances" about how PTR is not going to differ from current practices is another of their disingenuous claims; they say one thing to faculty and then act exactly how BOG tells them to behave. Admin has failed faculty.
1	0% The performance evaluation system is broken. All departments are like Lake Wobegon - everyone is above average. This forces unnatural leveling at higher evaluation levels to attempt to bring some equity to the merit system. Lessons from other institutions need to be learned and implemented. An outstanding performer at the top of their pay band should be performing at the top of their game all the time, and they should therefore get a meets expectation review if they are fairly compensated. A new performer at the bottom of a pay band should not be expected to be performing at an outstanding level, and any performance above the minimum expected should be rewarded with exceeds expectations and a significant move toward the middle of the band and increased responsibilities and expectations.
1	0% While I am strongly in favor of bargaining to ensure fairness with regards to PTR, and to stop BOG/State intervention and oversight, I would caution UFF from focusing too exclusively on this fight at the expense of fighting for changes to recruitment and retention of junior faculty. Securing a smooth PTR process won't mean much if all junior lines are cut for adjuncts who will never be offered tenure.
1	0% Specialized Faculty do not care about this issue. We have all seen way too many tenured faculty who are drains on university resources and burdens on their students and colleagues that in any other profession would have been fired long ago to believe in tenure.
1	0% I feel like we already have a type of PTR in place
1	0% PTR is a politically motivated assault on a cornerstone principle of academic freedom, which is a requisite for a school aspiring to be ranked among the best in the country
1	0% We need to make the PTR work for us

- 1 0% Thank you all for your extra efforts to make PTR as fair as possible. I truly appreciate it.
- 1 0% May destroy the university.
- 1 0% Does not apply to me, but the optics create a situation where PTR becomes important to many aspects of FSU's "brand" including academic freedom, and I think FSU's high standards should remain consistent for those for whom it does apply.
- 1 0% I don't think we need it.
- 1 0% It was an incredible waste of faculty, leadership and administrative resources.
- 1 0% It is a total waste of time. Instead of doing this, the admin should work with the departments to make annual evaluations more rigorous and representative of the achievement of the faculty. But, I guess the admin prefers to have discretion in ignoring the department's evaluations and throw out their own without proper knowledge of the subject domain.
- 1 0% Yes! Please do not fight against this. Yes, let's be fair, but to faculty AND students. I know a few faculty members who have tenure and STINK in the classroom. Why? Because they can--they have tenure. I don't think tenure was meant to allow faculty to do a pathetic job in the classroom and just focus on research.
- 1 0% PTR is hurting the university's reputation. It makes harder to recruit top scholars to the university.
- 1 0% it should involve only peers from our campus.
- 1 0% If faculty can be terminated based on PTR, then tenure does not exist.
- 1 0% Post tenure review should not include the possibility of dismissal for any reason other than what is already specified in the CBA
- 1 0% supportive of the bargaining point UFF-FSU has been fighting for thus far. thank you!
- 1 0% Thank you to the bargaining team for the work they are doing on this.
- 1 0% There is confusion about the recent lawsuit and what it means in terms of this year's PTR.
- 1 0% I'm not sure what "fairness" means beyond ensuring peer involvement in the assessment process. The top priority should be seeing that PTR comes with a substantive raise for all that pass, regardless of where they land on the assessment scale.
- 1 0% No comment
- 1 0% While I don't agree with the way PTR is being enacted by the state, I think there is merit in reviewing the performance of long-tenured faculty to help reduce unfair burdens expected of junior TT faculty. Checking out after tenure shouldn't be the norm.
- 1 0% A fair, rather than punitive, post-tenure review will ensure that the university does not keep losing associate and full-professors who decide to transfer to other universities with much better warranties for them.
- 1 0% Across-the-board cost-of-living adjustments should be top priority, with everything else well below that.

- 1 0% There is not enough clarity on expectations
- 1 0% Please stop using the word tenure. We do not have tenure. We have five-year contracts. So, there is no post-tenure review to be had. Tenure was stolen from us, and now we are asked to live this fiction in which we still have it. If I can be fired by the administration because I didn't meet some vaguely defined standard of productive in a five-year period, that is a regular contract without tenure.
- 1 0% The addition of this process has reinforced my decision to retire early and likely will lead me to retire a year or two earlier than I otherwise might have.
- 1 0% it's bad news.
- 1 0% no
- 1 0% Fight it. It erodes academic freedom and discourages faculty from staying, makes it difficult to recruit new faculty and grad students. Lowers FSU's reputation in the eyes of national and international academia.
- 1 0% This new PTR is upsetting, but not uncommon as I've come to learn. I commiserate with my peers working in Texas, who have had PTR for a long time.
- 1 0% I am not a fan of the tenure system.
- 1 0% it is totally unfair that chairs can not get a raise from this process. They should be offered a raise from another source/process
- 1 0% Does not apply to me, so I'm not versed in this issue.
- 1 0% It is another MAGA burden on the university. But there are some bad apples in our barrel and we should have taken care of them earlier. faculty deserve objective evaluation and it is arguable whether they system we have enables that . I my research unity we used SWOT analysis for all faculty every year until higher management learned of it and wanted to SWOT comments to be part of the personnel record, at which point we stopped it. the FSU 5 point scale i snot very useful and I believe in most cases is poorly reasoned out. PTR forces more nuanced evaluation and I am sure is going to not always agree with the annual reports.
- 1 0% PTR completely erodes the meaning of tenure and makes recruiting high quality faculty much more difficult. It is completely unnecessary as the existing contract provides a mechanism for removing tenured faculty due to malfeasance, inappropriate behavior, etc. The only reason for its existence is for politicians to attempt to enforce ideological purity on university faculty.
- 1 0% It should never be implemented. It changes the definition of the word "tenure".
- 1 0% PTR is good in that it gives an opportunity to broach conversations with long-tenured faculty who have stopped producing research...but there were other tools to do that. Thus, PTR seems like a thinly-veiled effort to do away with tenure.

- 1 0% PTR is redundant, and the info provided is unclear at best. If we are going to be forced to participate in PTR, it should be a transparent process and it should not be structured so that it is inconsistent with regular, ongoing faculty reviews.
- 1 0% Not sure it is even legal, but given the political climate in Florida it could be used by administrators to weed out faculty that are not in their good graces.
- 1 0% It is a blatantly partisan attempt to influence the curriculum of public universities and should not exist.
- 1 0% If we have annual reviews, why is the PTR needed?
- 1 0% none
- 1 0% The whole thing is a sham and we all know it.
- 1 0% If you have satisfactory annual evaluations over the prior 5 years, there is no way tenure should be taken away from a faculty member. Language to that effect should be agreed to by the BOT. Also, a clear reward should be given and stated in writing (e.g. 5% raise, etc.) for those faculty passing the 5 year review process.
- 1 0% Thank you for your work on this, I know you've been back and forth on it but it would be great to have a % raise laid out in exact numbers for a successful PTR.
- 1 0% Should not participate.
- 1 0% Hold tenured professors accountable for their year-over-year performance, just like the rest of the faculty, staff, and students of the university. This is how we create a culture of accountability and transparency.
- 1 0% I am specialized, so have no dog in this particular fight. But it certainly seems that, at best, the PTR process is a massive waste of time, and at worst, a handy tool for administration to get rid of anyone they don't like. Obviously this is the opposite of what tenure protections are supposed to do!
- 1 0% This is an unnecessary extra evaluation that has sinister political overtones. It seems a way to call tenure into question.
- 1 0% it is a scam, it is unlawful, when I signed my contract in 2017, I signed for a tenure track job, not a tenure light job.
- 1 0% This is one of the most ridiculous processes I've ever seen. I am a senior faculty member at FSU who moved here from another country. I am seriously thinking of departing FSU (and the state of Florida) because of the damage being done to academic institutions, and the personal rights and freedoms being stripped away in general. America: the land of the free - hasn't been for years and won't be for the foreseeable future. I hope my U.S. colleagues and administrators at FSU sit up and take notice. UFF seems to be aware of many problems and fills us in.. well done.
- 1 0% I don't have a tenure track position, so while it may not effect my job, I think it's bad for the university overall. Why would qualified faculty accept a position here when they could go out of state and not be subjected to post-tenure review?
- 1 0% Try to get rid of it.

- 1 0% PTR basically eliminates tenure! Or at least the PTR process should consider all years past tenure, not just the past five years.
- 1 0% Many early career faculty do not understand why PTR is a threat to tenure. Explaining how this innocent "review" process violates the very purpose of tenure and what the strings are in simple language needs to be on constant repeat.
- 1 0% Get over it
- 1 0% I feel my tenure status has been changed to a five-year contract without financial compensation.
- 1 0% How can you expect to retain a single tenure-line faculty member when you are actively changing the meaning of tenure-track / tenured appointment? What the f#\$% is wrong with you Floridiots? That's what happens when the fascist Floridiot mob gets its way. Measles outbreaks. The destruction of academia. WAKE UP! Stop this sliding to authoritarianism please.
- 1 0% I am a candidate for PTR this year, but I have not yet received an overall rating from my dean.
- 1 0% If you have ever been a department chair you will know that it is a good idea to exclude chairs from the PTR review process. It is difficult to stay active in research and teaching while chair - especially during times of crises or big changes for a department. In the organization of the univ, faculty are direct reports of the dept. chair. The chair reports to the Dean. The power imbalances are a factor and the PTR can be weaponized against dept. chairs to oust them.
- 1 0% This erodes the protections of tenure.
- 1 0% PTR should never have been implemented and should be removed.
- 1 0% Admit that Florida SUS has no tenure!
- 1 0% N/A
- 1 0% PTR is a great opportunity to get rid of lazy and troublesome faculty, we should be advocating in favor of this policy.
- 1 0% This practice as it has been put into place this year has been totally unethical and probably illegal.
- 1 0% Administration shouldn't have anything to do with PTR ratings.
- 1 0% UFF cannot accept language in the post-tenure review that enables the administrator to arbitrarily terminate faculty, even if that's what the law says.
- 1 0% The financial incentive around PTR needs to be known well in advance of the process. What's taking so long to get this information to faculty?
- 1 0% The whole idea sucks. We get reviewed every year so why create all this red tape?
- 1 0% Should be across the board for all tenured faculty, no exceptions
- 1 0% I don't yet know if my PTR rating is consistent with annual performance evaluations because I've not yet received my rating from the dean's office. My chair's rating was consistent.
- 1 0% Don't be so vocal about it. Makes the outside think you have something to hide.

- 1 0% Unnecessary burden on everyone's time when we already had mechanisms in place for this. We could be spending that time bringing funding to Florida, providing even better education for Florida students, and serving our citizens.
- 1 0% There seemed to be expectations set by Dr. Kistner for raises stemming from PTR that won't be delivered on. very disappointing
- 1 0% Not exactly on PTR. I just want to comment that I'm very aware FSU administration (president, provost, VPFDA) have been working hard to protect faculty, and I'm tremendously grateful. They're caught between a rock and a hard place. Granted, I believe Pres. McCullough is still learning the culture at FSU, esp. the role of faculty governance, the role of a voluntary faculty union, and the possibility that those structures can and do work well with an administrative structure. Overall, however, I'm glad to be here and not at another campus in Florida. How long will this level of cooperation and protection last, however? I am extremely worried about what comes next.
- 1 0% Stop freaking out about it. It's not the end of the world.
- 1 0% PTR is a violation of the CBA and no one should participate until a new CBA has been negotiated.
- 1 0% The issue of recruitment must be discussed. Arguing about some of the bargaining positions overlooks the horrendous impact that the state has on recruitment and retention of faculty.
- 1 0% It must be nice to have that security blanket of tenure. Many of us doing the "heavy lifting" of teaching will never know....
- 1 0% I've been a faculty member at another university (Univ of Calif) that had PTR come in the form of "steps" (with raises) at the Professor level. There are so-called barrier steps that came with bigger raises and more prestige. PTR review at FSU sort of mimic the barrier step promotions I received at UC, but FSU's comes with less money and prestige for achieving success. I was also a faculty member at another university that introduced a similarly politically-driven PTR (a very long time ago) and it was a colossal failure because the administration and faculty failed to take it seriously at all. I have a feeling that will be FSU's fate. Unless PTR is fully baked into the evaluation and reward system, faculty will resent the whole redundant process.
- 1 0% PTR ratings must be consistent with past performance ratings. PTR can NOT of itself lead to termination. Tenure must be preserved and removed only for abandonment, incompetence and misconduct. Otherwise any pretense of academic freedom is a joke.
- 1 0% That is all the union has reported on since the year began. It seems that the union's efforts were very slanted towards this issue alone all year.
- 1 0% this is likely going to need a lawsuit at the state level joined by multiple faculty at different universities. No one university should go it alone.
- 1 0% waist of one time

- 1 0% If there must be a PTR review, then there needs to be no surprises, and the rating criteria should be unambiguous. The criteria should be developed by and voted on by faculty and followed by the dean and provost. Ideally, though, the only materials that should be considered are five years of annual evaluations and perhaps a faculty statement addressing their last five years of performance.
- 1 0% It is difficult for me to see PTR as anything other than a tool to eliminate faculty whose work and teaching does not align with the political views of the current State's majority government, i.e. republicans.
- 1 0% PTR should only have two categories (pass/fail). All other systems lead to complications and bickering among faculty
- 1 0% It was a cumbersome process; the FEAS template is inadequate and given the stakes, the communication about the process was far too casual and projected a lack of administrator concern with how the process might affect the morale and commitment to FSU of faculty involved.  
It has also meant that I have withdrawn from research projects that will not have measurable outcomes by the next 5-year review cycle.
- 1 0% The same raise needs to go to everyone in the meets or exceeds categories. Discipline shouldn't be considered in PTR. FSU should stop committing unfair labor practices.
- 1 0% I have a lot of concerns about PTR. I don't think it's an exaggeration to say it's the end of tenure because pretty clearly it can be used that way. I'm concerned about the ability for one administrator to get rid of a faculty member unfairly, likely in the absence of a genuine appeals process. At the other end of the spectrum, it appears that PTR can be used to reward just a few faculty favored by an administrator. It is hurting faculty recruitment, and I expect it will also hurt faculty retention.
- 1 0% It's a total sham. I have no idea what I was being judged on, there are no listed criteria, everything basically comes down to an endorsement from the Dean. By my own department's bylaws, I should have exceeded expectations, but in the Dean's judgement, I only "meet" expectations. Furthermore, how was I to know over the last five years that I would suddenly have to jump through a new hoop? Would we not have prepared for this differently if we had known this was coming. The process is unfair and utterly shuts out peer input. I'm lucky that this year (at least) I have a great department chair. This has not always been the case.

Did you actively seek alternative (non-FSU) employment during the 2023-2024 academic year?

623	97%
174	27% Yes
449	70% No

Do you plan to actively seek alternative (non-FSU) employment during the 2024-2025 academic year?

625	98%
196	31% Yes
261	41% No
168	26% Not sure

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

173	27%
1	0% I am leaving FSU this summer for many of the reasons touched on above. Another factor is the apparent inability of the College of Arts and Sciences to hire and retain excellent support staff. Submitting grant applications and post-award management is so bad here that it's no longer worth it. The bureaucratic burden on faculty here constantly grows and prevents us from doing our actual jobs. The administration seems to have a vision for the future of research at this university that is delusional. The recently released strategic plan for research is an example - all buzzwords and no sensible actions.
1	0% Low compensation, legislative hostility to my area of specialization, lack of university childcare support.
1	0% Living in Florida/Tallahassee
1	0% Strong likelihood we will be living in a fascist autocracy after the 2024 elections. The direction the state has taken since the election of the present governor. The erosion of tenure and academic freedom at FSU.
1	0% Incompetence of chair leadership, political climate of State of Florida impinging on academic freedom.
1	0% Overall negative perception of the Florida University System due to legislative overreach and regulations, limited ability to secure grants, funds, programmatic support for things that are considered DEI initiatives, losing strong faculty.
1	0% Legislative attitude and new regulations. The declining quality of graduate scholars as it is almost impossible to recruit students to Florida given the political regulations and the low stipends. The low salary.
1	0% I have to pay all my bills on time.
1	0% The continued discrimination against women and minorities at both FSU and in Florida generally forces me to seek alternative employment. FSU's one child policy is another big factor -- this alone shows that FSU does not value women.
1	0% Florida's anti-academic freedom policies, anti-DEI initiatives, stop WOKE act, silencing professors, removing tenure as intended.

- 1 0% Florida is not conducive to teaching and education....
- 1 0% Family and personal motivations based on recent events. In some regard this will be a heartbreaking move, but recent collective bargaining successes could result in an agreement for remote work and my continued involvement with the university.
- 1 0% Partner working in another state.
- 1 0% Salary. Legislative and political pressure in the state.
- 1 0% Current political environment and its impact on academic freedom; admin hypocrisy.
- 1 0% better pay, better resources, better admin,
- 1 0% University seems only to value STEM and big grant money right now, leaves everyone else in the lurch. My department has changed a lot lately, less interesting place to work. Tired of Florida politics.
- 1 0% FSU speeds up the workload for specialized faculty. More and more we are asked to do with no additional pay. People shrug their shoulders and say "well that is the work culture of that unit, we can't do anything about it." This culture of overwork will impact tenured folk through PTR eventually.
- 1 0% Constraints on academic freedom, and the erosion of tenure. Also, what seems like general disdain for discipline-specific expertise in Florida.
- 1 0% salary
- 1 0% Political climate. Have received several requests to apply for senior positions at other strong R1 Universities.
- 1 0% Salary, research support, and opportunities for my spouse
- 1 0% Florida Legislation, the attack on our union (including the fact that they make it incredibly hard to join now).
- 1 0% Florida legislation around diversity, equity, inclusion (specifically restrictions on what I can and can teach, especially in the teacher preparation programs); stress from role as program coordinator
- 1 0% Disregard for my faculty category among administration and some other higher-ranking faculty
- 1 0% FL legislatures policies on curriculum, etc.
- 1 0% Legislative muzzle placed on faculty.
- 1 0% The climate of the state that is anti-education, anti-labor, and anti-LGBTQIA+
- 1 0% Political climate in Florida, lack of support for teaching assignments (no TAs/GAs), not enough unit staffing for area
- 1 0% the political climate of Florida
- 1 0% PTR
- 1 0% I want a raise and only a competitive offer will get me where I want to be.
- 1 0% I will start looking 12-2025; contract ends with non-renewal intentions by the administration.
- 1 0% Living in a non-republican state.
- 1 0% Florida politics; FSU bureaucracy
- 1 0% Political climate in Florida.

- 1 0% Lack of positive morale, lack of inclusivity and better work recognition
- 1 0% Academic freedom, publication pressures out of line with typical research expectations for similar positions/research style elsewhere, ability to recruit students
- 1 0% Florida Politics are scary and I have been looking at job ads but have not applied to anything yet.
- 1 0% FSU does not (seem to) care about people like me.
- 1 0% Recruiting students
- 1 0% Family.
- 1 0% Restrictive Florida legislation, cutting of DEIA programs and funding, anti-LGBTQ+ laws, difficulty of recruiting top-tier graduate students
  
- 1 0% Leaving Florida
- 1 0% Academic freedom
- 1 0% Continued pressure from the Florida Legislature has, and will continue to make teaching in my discipline more difficult. The climate of the classroom has shifted and the student body is changing, I suspect in response to shifting curriculum across FSU and public education at all levels in the state.
- 1 0% General political/legislative climate. Also the top-down, bureaucratic management style of the FSU administration, from the Presidency on down to the department chair level is awful. Seems to be all about control; nothing to do with vision, improvement, efficiency.
  
- 1 0% State legislation that is hostile to higher education
- 1 0% Difficult working environment
- 1 0% Leadership in my area.
- 1 0% DeSantis, mainly
- 1 0% The political climate and attack on faculty.
- 1 0% Part-time consultation only. Not seeking to change from FSU employment.
- 1 0% Florida granted me tenure, and Florida summarily took it away from me. Even if that does not end up sticking for legal reasons, the fact that they fully intended to take it away and did everything they could to take it away after my nearly two decades of teaching their kids honorably and receiving regular satisfactory (or better) evaluations is a terrible and unforgivable betrayal. It would have been awful if they had stopped granting real tenure to new hires. That would have been bad enough. The fact that they stole something they had given us, after we had met their requirements, is unconscionable. They are engaging in theft, and I don't need to stick around to be the victim of their thievery.
  
- 1 0% Salary, funding for research (including travel), and leave for research. Summer funding is almost non-existent. For an R1, FSU is very mediocre when it comes to supporting faculty in the humanities.
  
- 1 0% climate, culture, pay

- 1 0% If I do it will be to pursue opportunities to move closer to family, to pursue a different balance of work responsibilities, and to get out of Florida's political climate (combined).
- 1 0% academic freedom; support doing research; funding opportunities; merit pay
- 1 0% Lack of direction in my College
- 1 0% The current political siege to universities in Florida is simply making the job of being faculty much more stressful. My goal is to leave to another state as soon as I secure a federal research grant.
  
- 1 0% The erosion of faculty rights. Low pay. Lack of support for faculty research.
- 1 0% Florida Anti-DEI legislation.
- 1 0% Freedom from political interference, real tenure, salary, location
- 1 0% State of Florida has made it difficult to recruit talented graduate students because of the requirements of lengthy approval process if the students come from the "concerned" nations.
- 1 0% Cost of living, salary, single parent.
- 1 0% Limited opportunities and support for specialized faculty
- 1 0% Issues with bias in my department and the impossible ask of recruiting graduate students to this state right now.
- 1 0% Opportunities to do more research and apply for funding because as teaching faculty I cannot apply for larger grants or conduct as much research as I'd like to.
- 1 0% It is becoming increasingly unsafe for me to continue to work and live in Florida given the hostile social and political climate.

- 1 0% Toxic work environment has negatively affected my mental and physical health. Poor leadership among inept senior staff and an incompetent director who is a narcissistic sociopath. I've experienced more overt sexist, misogynistic behavior towards me at this institution than I have in my entire 20+ career. Year after year, I have received no resources or support staff to enable me to achieve professional and institutional goals that I have clearly outlined and despite repeatedly asking for increased funding and full-time staff to assist. Ignoring problems does not make them go away, but the institution continues to pretend that morale is at an all-time low. Institutional, willful neglect of the historic landmark building that I am charged with researching, interpreting and preserving is sickening. I have worked 7 days a week for the better part of the past 4 years and there is no recognition by my employer that I go above and beyond. The director has tried to steal or reallocate major funds that I secured for specific projects in my purview, and I am absolutely disgusted by his lack of professionalism and his inability to fundraise. Faculty are significantly underpaid compared to comparable institutions. Poor hires who are brought on for optics/diversity but cannot deliver in terms of their job responsibilities and inappropriate promotions of colleagues who do not have managerial experience, organizational and planning capabilities, nor the intellect to be managers and do not know how to act respectfully of more experienced and knowledgeable colleagues. Pernicious gossip permeates the institution because of the secrecy and distrust that trickles down from the director who refuses to communicate openly and not sure information about available funds. He also promoted an individual based on favoritism, who was not qualified to be the head of my department, as this person has less experience and far fewer achievements than the others that the person now manages. The director and manager are now policing our hours and do not let
- 1 0% Post-tenure review, recent Florida legislation limiting academic freedom, FSU's one-sided policy re Palestine
- 1 0% The post-tenure review process and erosion in academic freedom.
- 1 0% Department dysfunction, lack of institutional support, and FL legislation that makes it frightening to teach the material that I study.
- 1 0% I have thought about it. There are financial incentives for me to do so, as the private industry pays better. I still feel a duty to my field, but the impact on funding students has been discouraging recently. I'm waiting to see if legislative and funding policies cool off.
- 1 0% My spouse getting a job in Tallahassee
- 1 0% Hostile legislation. Lack of university leadership. College and departmental politics.
- 1 0% Academic freedom; state legislation regarding DEI, LGBTQIA issues, and women's reproductive care access; creative career opportunities outside academia
- 1 0% FL's hostility towards foreign professors from Iran, China, etc.

- 1 0% Department chair's new policies and authoritarian rule, leading to diminishing academic freedom, fear of retaliation and a toxic work environment; unfair assessment of work by Department chair; Florida Laws on hiring foreign nationals and on DEI
- 1 0% additional income
- 1 0% Recent Florida legislation or regulation makes it difficult to recruit high quality graduate students and postdoctoral researchers to carry out research.
- 1 0% FSU's administration policies that do not address serious issues such as pay equity, cost of living increases, and streamlined ways to appoint staff (i.e. not ePARs).
- 1 0% Family, political state of Florida
- 1 0% Extra Income
- 1 0% Changes at National Science Foundation
- 1 0% BOG's attack on sociology
  
- 1 0% state legislature
- 1 0% Political intrusion in academic matters, censorship, uncertainty every legislative session.
  
- 1 0% I am able to retire soon.  
A new ambience of exclusion of rights for all manifested in DEI actions and racist initiatives.  
I sense the values of state officials do not align with my own regarding human rights, freedom of expression and access to information.
  
- 1 0% Geography; politics
- 1 0% Salary, overall decline in the workplace, lack of perspective as Research faculty.
- 1 0% The top doctoral students don't want to come to Florida given its current political climate. Recruiting top faculty has become extremely difficult when the state is viewed as a political joke.
- 1 0% Salary and greater personal freedom (e.g., allowance of more than 1 day of remote work, course content)
- 1 0% See above
- 1 0% Salary. I already work a second job and may have to get a third job to pay the bills.
- 1 0% Politics, attacks from FSU administration against students involved with Palestinian rights (it is shameful and it shows how academic freedom is weak at FSU), weak protections for LGBTQ+ folks. I did not sign up to teach in Hungary, but it feels more and more like teaching under an illebrl regime. I am actively seeking to get away from FL.
  
- 1 0% Teaching load at FSU is high compared to other peer schools. I would consider a move to another institution that had more resources for research.
- 1 0% The administration in my unit does not respect its faculty. The morale is very low among faculty right now and its becoming a hard place to work.

- 1 0% My chair has made it impossible for me and other faculty to do our jobs. We have brought evidence to Dean Huckaba (College of Arts and Sciences) of the chair's habitual lying to advance their personal agenda, failure to adhere to basic collegial principles of department governance, failure in administrative duties of chair, and failure to foster a working environment that is healthy and fair. If Dean Huckaba elects to do nothing about this, the current chair will be voted out in August, but will continue to serve as chair for a lame duck year. What will follow is a completely avoidable disaster with more lying and retaliatory action that will impact untenured and specialized faculty the most.
- 1 0% Departmental Chair has repeatedly been documented lying to the faculty and engaging in retaliatory action against faculty who vote against the will of the Chair. Dean Huckaba is aware, but has taken no visible action to protect faculty, and in particular to protect vulnerable junior faculty and specialized teaching faculty.
- 1 0% Corrupt administration.
- 1 0% My position ends in Spring 2025.
- 1 0% erosion of tenure and academic freedom; treatment of colleagues from China, Russia; inability to recruit talent to Florida; insufficient staff support.
- 1 0% I worry legislation and BOG are making it harder for FSU to continue its upward trajectory.
- 1 0% The governor, the state legislature, and the Board of Governors.
- 1 0% State of FL legislation undermining academic freedom, tenure, and DEI.
- 1 0% salary, endowment, school fit & reputation, academic freedom, mission and values,
- 1 0% I just don't know if I want to finish my career in a state that respects headlines and lies more than scholarly discourse. It's one thing to joke about the state being a Carl Hiaasen novel, but it's another thing to watch the New School atrocity unfold, DEI being dismantled, tenure being assaulted, and librarians accused of being "groomers." This state is going backward and I am terrified members of this hate-for-profit machine who have skulked in the shadows (e.g. Don Gaetz) will be empowered in the next gubernatorial election.
- 1 0% Total household income does not match the cost of living in Tallahassee.
- 1 0% Poor working environment in department
- 1 0% Hostile political environment
- 1 0% Low pay and toxic academic environment
- 1 0% Exhaustion from running interference between my department chair and the rest of my colleagues. And PARKING.
- 1 0% aging parents  
political climate  
stuck in the top of my pay band which is not competitive with other institutions.
- 1 0% Extra money to pay my daughter's tuition.

1 0% It was a disastrous year teaching. This was a result of cancel culture and a toxic work environment. This situation has recovered.

1 0% Racism in recent Florida laws

1 0% FSU legislative climate.

1 0% Climate in the department and recent Florida legislation.

1 0% Influence of politics on academia and teaching.

1 0% Political climate and erosion of freedoms in FL

1 0% politically charged aims at education in the state - Florida used to have an amazing education system from K-12 +. The past two decades (or more) have seen the politicians and uber-conservative groups chip away at public education. The state is a mess, the kids are not learning basics in K-12, and are nowhere near ready to be in college (not all, obviously).

The toxicity at the higher levels of state government are trickling down to all aspects of life in the state. Checks that were put in place to protect faculty from political pressure to teach dogma are being weaponized for personal reasons/gain. FSU is disjointed and overly decentralized. This does not serve all departments/units equally. It allows the folks that do the least to have zero incentive to do their actual job (no more, no less) and support the mission of programs and the university. I do not think tax payer dollars are being well spent on these faculty. They are a drain on morale and resources.

1 0% State policy

1 0% <snip> is an exceptionally terrible department chair.

1 0% Work climate, lack of leadership at the NHMFL, salary, FSU not handling harassment cases adequately (or at all).

1 0% See above. Already accepted employment elsewhere.

1 0% I am retiring so looking for consulting jobs

1 0% Lack of university willingness to address salary compression/inversion within the specialized faculty group.

1 0% My husband has been unable to get a job in the Tallahassee area and after promises by administration for assistance, no assistance has been provided.

1 0% Erosion of academic freedom in Florida.

1 0% Inequalities in salary and responsibilities for specialized teaching faculty compared to research faculty; Florida legislative policy and its effect on my discipline and my teaching.

1 0% \$\$, more conducive environment.

1 0% It will be the long chain of residual effects from current legislation -- all of this has our best offices scrambling and taking desperate measures, which are only serving to transform them from our best to our worst. I don't know how much longer I can work in a state that promotes ethnophobia to the extent that Florida does, or a state that is as misguided about the function and purpose and process of higher education as Florida is.

1 0% Political climate in Florida and workload

- 1 0% I would never have considered a move until the last year. I am still focused on trying to help our university and state through this time, but feeling less sure that it is worth trying. It doesn't help that the public schools are being forced to ban books and reduce the quality of their education. A factor in whether to stay is whether kids can get a decent education in our state any more.
- 1 0% FSU can't recruit strong colleagues. Unfortunately, this predicts a steady decline in the quality of my department.
- 1 0% FSU is exactly the kind of institution I wanted to work at (as a product of a big state school myself) but Florida is rapidly becoming a place I don't want to live and where I'm genuinely concerned about raising my children.
- 1 0% departmental/college leadership; Florida legislature
- 1 0% Changes to Florida laws
- 1 0% Florida politics and the attacks on education, unions, and basic freedoms.
  
- 1 0% I would prefer a 2/2 course load; in the Department of Art we have a 2/3 course load.
- 1 0% Department in which faculty block innovation and in which administrative infrastructure is chaotic.
- 1 0% The political climate, number one. How I've been treated by my prior department chair, who has thankfully abdicated his Throne of Terror.
  
- 1 0% Opportunities for career advancement.
- 1 0% Salary
- 1 0% FSU is a great place to work and I do not intend to seek alternative employment.
- 1 0% Salary, availability of grants to keep my position
- 1 0% No comment
- 1 0% Salary, quality of life issues in the state of Florida
- 1 0% FSU = Game of Thrones. It's not who you know, it's who you blow.
- 1 0% I love my department but main factor is the Governor and Republicans and how BOT and BOG and upper admin are slaves to the FL republicans.
- 1 0% PTR, FL politics hostile to higher ed.
- 1 0% The net negative effect of the state legislation actin upon the state of Florida universities making the job of faculty harder. These changes have been implemented with no compensatory measures to ease the job of faculty.
- 1 0% Continuing attacks on higher education and higher salaries in other sectors
- 1 0% The anti-education anti-union legislation in Florida

- 1 0% My spouse and I would be interested in leaving Florida, but we have other factors that make moving more difficult than it would be with just the two of us. I know several other faculty who have moved or who would move if given the opportunity. The political culture and threat to academic freedom is often at the forefront of our conversations. We also get comments from colleagues elsewhere, e.g., "You should move to X, get out of Florida; they would totally hire you".
- 1 0% Weak leadership at FSU in the face of attacks on the mission of higher education
- 1 0% Loss of academic freedom and tenure, low salaries
- 1 0% The political climate in Florida is a huge motivator, but the negative and secretive climate in my department is a motivator as well.
- 1 0% I have already accepted a tenured position at another institution. I was happy at FSU until the anti DEI movement emerged. After that I no longer felt safe to do my work or express my identity in Florida.
- 1 0% Administrative support. Right now there is not enough.
- 1 0% Anti-DEI legislation and the university doing nothing to stand up against it. The leadership has been very passive throughout this entire process.
- 1 0% Less stress, higher salary
- 1 0% Concern about personal success in promotion process. Salary compression.
- 1 0% Not seeking outside employment only because too close to retirement.
- 1 0% Salary  
Academic Freedom
- 1 0% The political climate in Florida
- 1 0% Just tired of all the craziness ...
- 1 0% The ability to offset the pay compression at FSU. My Dean has been very vocal at the displeasure of me seeking additional opportunities, which is disappointing!
- 1 0% The morale in the department is very low and the Chair is very discouraging.
- 1 0% Post tenure review, legislation on abortion, legislation on parental rights ("don't say gay bill"), and fears about future radical legislation.
- 1 0% The influx of new faculty is continuing to be weaker each year and P&T is also far weaker.
- 1 0% The main reason is a salary raise. I have built a very successful research group at FSU and do not have a reason to leave that behind. But the level of faculty salaries at FSU is substandard and academic and scholar achievements are not adequately recognized.

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

626	98%
111	17% Very difficult
322	50% Somewhat difficult
89	14% Not very difficult
34	5% Not difficult at all
58	9% Not sure
12	2% Not applicable

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

225	35%
1	0% Florida legislation. Also, it's an issue more for staff - so difficult and impactful
1	0% It's difficult to say because I think the biggest impact is in people making the initial application for the job, and if people select out of our pool in this way, we have no way to know. Once people do apply and come for a visit and receive an offer, they typically accept. But they've already made the decision to overlook Florida's terrible higher education policies.
1	0% Current political situation, and educational compression and regulations related to the dismissal of teaching world, national, and local histories.
1	0% Strong candidates do not want to move to Florida.
1	0% State of Florida legislation, chair incompetencies and trustworthiness.
1	0% 1) Low pay 2) Faculty in my department do not need a doctoral degree, so those with master's degrees often lack the KSAs to put research and/or theory into practice. Therefore, during interviews, the committees have a difficult time identifying candidates who can add value to the space. I think the instructional specialist role is being overused to avoid hiring and paying qualified PhD/EdD level faculty.
1	0% The comments and regulations from the legislature.
1	0% Salary (low) and a joint college with FAMU. Both of these are abating. More recently, the increasing problem is the "2 body" problem, and the local economy.
1	0% It has been pretty impossible to hire faculty of color. I repeatedly have heard from candidates here at FSU and at other Florida universities
1	0% Florida political climate Underfunding compared to peer and aspirational schools
1	0% Lack of money to compete with schools with bigger budgets. We regularly lose candidates once they learn about our lackluster budgets.
1	0% political climate; chilling factor; PTR
1	0% Low compensation, consolidation of multiple areas of responsibility into single job postings through administrative "efficiency" pushes, and state political climate.

- 1 0% Limited talent pool, difficulty of attracting to the Tallahassee location, red tape in getting competitive salaries approved.
- 1 0% State legislative concerns
- 1 0% Recent Florida legislative and executive priorities are discouraging applications from qualified candidates.
- 1 0% Florida politics. Concerns related to diversity policies. Location. Limited # of doctoral level professionals available
- 1 0% lack of research space, lack of salary, lack of agreement, lack of quality of dept.
- 1 0% Fear about post-tenure review.
- 1 0% Teaching faculty in my unit teach an unbearable course load of 4/4/2. This is with service expectations!!! This is a community college workload! It's outrageous to look at other units on campus, and see their teaching faculty paid MORE than us and have a 9-month contract. I have kids - when am I supposed to spend time with my family over the summer when I am teaching two f@#\$ing classes? We had a job search this year. Good candidates interviewed for the first round dropped out after they learned the teaching load. I wish the union would somehow tackle the speed-up/overwork phenomenon.
  
- 1 0% At least one of our recent job candidates was very explicit that they would feel very uncomfortable given the attitudes toward LGBTQ rights in FL. A member of our faculty who is LGBTQ just left the university and these attitudes factored into his decision.
- 1 0% PTR, governor's policy changes
- 1 0% There are still enough viable candidates wanting jobs that we've been successful in our searches, but the numbers of applicants is definitely lower than it has been in the past.
- 1 0% We need senior faculty and they tend to be most concerned about recent Florida legislation.
- 1 0% Florida legislation and university policies; enacting of post-tenure review
  
- 1 0% New legislation enacted by the state of FL.
- 1 0% Florida politics, tallahassee as a place to live
- 1 0% Political climate and start up funds.
- 1 0% Florida policies are detrimental to the recruitment
- 1 0% PTR
- 1 0% Recruitment focuses on the wrong types of people for vacant Specialized Faculty positions. Research credentials are what are being focused on, instead of teaching ability (for these positions which are primarily teaching-based).
- 1 0% Florida politics

1 0% \*\*\* Florida political climate. \*\*\* Female / under-represented candidates stay clear of a state that does not recognize reproduction rights and place the life of pregnant people at risk due to restrictive abortion / maternal health practices. Restriction ion Transgender care also discourages applicants that do not want to live in a state where oppressive policies not based on science put at risks the lives of relative, friends, or students. Some national organizations (e.g. American Physics Society or the American Astronomical Society) actively discourage the organization of meetings in Florid because of these issues. Outstanding scholars from some countries (e.g. China) have declined faculty position offers from my department because of restrictions in the State (e.g. owning a house, and in general the abusive climate). Cultural war against African American studies and DEI issues discourages potential faculty to apply (scholars want to do their job without having to navigate the minefield of the political climate in the state, and vague laws that aim to suppress faculty freedom of expression and in some cases academic freedom). Florida restrictive laws on DEI issues strongly reduce the competitiveness of FSU grant applications to federal agencies (e.g. NSF), where "broader impacts" addressing DEI issues are mandatory: top faculty candidates knows that and avoid coming to FSU. Arbitrariness in Post Tenure Review also is seen by many candidates as an erosion of Tenure, and discourages them from applying (I almost declined the offer made to me by FSU because of this reason).

1 0% Pay

1 0% political climate in Florida

1 0% finding the right skills with the right person

1 0% The attack on DEI by the state.

1 0% Political climate in Florida -- professional colleagues do not want to deal with the current administration in their work or personal lives.

1 0% Specialty of the job. Competitiveness of the salary. Political environment in Florida.

1 0% Florida state politics and culture

1 0% the political climate of Florida

1 0% The fact that we cannot use the word "diversity" and all the related issues with that. One of our faculty members left because of this. She was devastated and felt de-valued.

1 0% Concerns regarding academic freedom

1 0% Not sure. I think many people are scared to make a move in the current economy.

1 0% It is difficult to find clinical adjuncts in the area.

1 0% State politics and attacks against public Universities.

- 1 0% It is not normally difficult for us to hire faculty, chosen from a robust pool of applicants. But, we had several positions open this year that were difficult to fill and a major reason was negative perceptions of FSU from outside of our state. Our pool of applicants was significantly affected by this perception.
- 1 0% Being in Florida
- 1 0% Political climate in Florida,
- 1 0% Lack of expertise and training.
- 1 0% recent Florida legislation
- 1 0% Can't really get anyone of quality from outside of Florida to apply
- 1 0% offer refused by top candidate because of "anti-woke" and anti-DEI legislation in Florida.
- 1 0% The narrative surrounding academic freedom in our state. While these are things that are happening nation wide, Florida tends to be in the news much more often than other states which makes people equate Florida with repression in the adacemy.
- 1 0% Low number of applications
- 1 0% The Florida legislators' attack on higher education makes hiring top scholars who work in education very difficult.
- 1 0% Legislation
- 1 0% Recent legislation and the political environment in Florida.
- 1 0% The number of jobs in my particular area (French history) is shrinking. So, in my field (but not others), hiring is pretty easy....there are way more Ph.D.s than job openings.
- 1 0% State policy that is hostile to higher education.
- 1 0% The responsibilities of research faculty can be quite different than those of traditional faculty.  
It is difficult to find new researchers that are interested in that change of direction for their careers.
- 1 0% De Santis
- 1 0% I have had numerous Chinese potential faculty and graduate students express concern about how recent legislation in Florida impacts them
- 1 0% Difficult to recruit because of Florida anti-DEI and anti-LGBTQIA+ policies.
- 1 0% Cost of living  
Low salaries
- 1 0% When they have other offers, our top junior candidates typically opt to go to another university. Senior recruitment efforts are rarely successful--for the most part we end up increasing our targets' salaries and benefits, but either at their current home institution or at another university competing for their services.

- 1 0% If candidates come from a place where tenure was never on the table because universities have already been demoted, then the candidate does not seem to mind that we don't really have it. By the way, they know as well as we do what the real meaning of what is happening is. Those that know will take the job because it is better than not having the job, but we all, even new hires, on the look out for something better.
- 1 0% low salaries and Florida - no one wants to come here
- 1 0% Insufficient budget
- 1 0% Florida's political climate.
- 1 0% Faculty with broad research interests are not compelled by open positions in the department. Applicant pools are smaller than they should be for open TT positions at an R1.
- 1 0% The market for faculty in our field is very competitive.
- 1 0% Stupid reporters, and faculty paranoia.
- 1 0% post-tenure review (or the impression that we do not have a tenure system at FSU); difficulties in recruiting international students.
- 1 0% Director resisting filling position.
- 1 0% Difficulty in hiring PhD students. Lack of visibility of our graduate program.
- 1 0% Competition from other institutions. Ability to offer competitive enough salaries (in the case of senior hires). Concerns about quality of schools in Tallahassee (for children of faculty).
- 1 0% Our governor. Attacks on academic freedom. Anti-LGBTQ laws and the erosion of civil rights in Florida. Mother else because our department is highly ranked and respected in our field, it is friendly and collegial, and the weather is great.
- 1 0% State government interference with the conduct of the university
- 1 0% Competition with other universities for desirable candidates.
- 1 0% Low wages for the profession. Florida's political climate. Below standard facilities. Outsized responsibilities for posted salaries.
- 1 0% We were not offered any lines last year because we did an external chair search that failed. The process lead by the search firm ultimately got us nowhere, wasted time and money.
- 1 0% FL policies on Black history, anti LGBT and interantionalo.chinese schoalrs
- 1 0% politics, climate -- folks don't feel confident they can do the work they want to do here.
- 1 0% Top candidates are accepting competing offers at other institutions with a more friendly political climate. We are also actively losing faculty in my department for the same reason.
- 1 0% Florida's recent legislation impairs getting enough high quality applicants. Dean cancelling a successful search rather than making an offer.

1 0% We are having trouble getting an adequate pool of candidates to choose from because many people do not want to live in Florida, with the conservative (anti-women, anti-LGBTQ+, anti-liberal) bent of the politics and policies in this state. We also lost a candidate we wanted this year and who wanted to come here because, with many searches in the College, ours was not able to be completed in the fall, prior to Thanksgiving. To secure top candidates in my field, the search must be completed in the Fall semester, with offers made prior to Thanksgiving to hope to be competitive with other top national programs.

We have had issues across the college with smaller than usual pools of applicants for jobs. We are also losing colleagues who are leaving FSU, which over the years has been a rare occurrence in the College. It is not a good situation. In some cases we have had to hire individuals who are not up to our usual standards just to have someone to do the workload.

1 0% lower than national average pay. with the higher cost of living, the low pay rate means candidates cannot afford to live here.

1 0% We had a sizeable number of open positions in our area, and based on conversations I had with potential colleagues, the current legislative/regulatory practices are having a negative impact on recruiting. We are not attracting the type of talented, competent colleagues we want because they are afraid of the work conditions in Florida.

1 0% I work in a small field with few qualified individuals. I'm not sure if diversity policies have impacted our application pool.

1 0% Florida political environment

1 0% Florida legislation and political intervention on matters including book censoring, gender and sexual identity equity, and reproductive rights. Young people of various identities and young women candidates have expressed being concerned about moving to /staying in Florida given these problems.

1 0% We are aiming to hire more senior faculty and it seems that Florida's political climate is certainly not a draw and is potentially keeping people from accepting positions here.

1 0% Pay, gender.

1 0% Florida politics/political climate

1 0% Shortage of highly qualified candidates.

1 0% Top researchers not wanting to move to Florida.

1 0% FL's hostility towards foreign professors from Iran, China, etc.

1 0% Salary, toxic politic climate in Florida, critical mass in particular research area

1 0% Post-tenure review and the general political climate in Florida.

- 1 0% There is a shortage of senior/tenured nurse scientists and they are hard to bring to FSU. My unit has been hiring several non nursing faculty members to enhance research productivity. These persons are meant to bring funding and work on grant proposals and are already part of a team. Several of them are also working remotely. These factors hinder collaboration with nursing faculty members. They also do not teach or barely teach. This creates a division in our department where tenured/tenure track nurses have to teach across programs (especially with the recent increase in the number of admissions) and are still expected to show research productivity the same way non nursing faculty are.
- 1 0% Living in Florida is no longer a plus, nor is the political class view of listening to experts encouraging. Sadly this is now happening in many states, not just FL.
- FL is where Woke goes to die - rally!
- 1 0% Recent Florida legislation or regulation
- 1 0% States political climate, and posted salary for the position.
- 1 0% I believe the US presently is in a difficult period for employers to hire. Few people looking for work presently nation-wide.
- 1 0% We are an arts area and artists are very wary of moving to Florida right now due to legislative issues around DEI, LGBTQIA, and women's health care.
- 1 0% Geographic location. Current legislation.
- 1 0% I don't know.
- 1 0% Reputation of FSU.
- 1 0% Difficult to hire top candidates if they are from the countries of "concerned".
- 1 0% We certainly had significantly fewer applicants than expected for two open positions this year. Many candidates asked about the political climate at interview.
- 1 0% state legislature
- 1 0% The state government of FL - anti-DEI, anti-LGBTQ, and anti-abortion legislation and regulations are routinely cited by those who turn us down.
- 1 0% Political climate
- 1 0% Competition from other universities
- 1 0% Shortage of qualified experienced candidates.
- 1 0% Prospective faculty communicated directory during the search process that the politics of the state were a major factor in their deliberations.
- 1 0% People with the appropriate credentials not willing to accept lower salary. It results in lowering the standards/requirements to fill a position which has a downward momentum on roles/positions and quality of work.
- 1 0% Salary and the demand far exceeds the supply of qualified folks seeking academic jobs when they can make so much more in the private sector.

- 1        0% It's not difficult, but it is hard to hire anyone of high quality, since Florida has such a terrible reputation nationally and internationally, and is widely viewed as a backwater. I cannot get European postdocs, we cannot convince people to move here from California or NY (despite incredible startup packages and salaries). Florida's government is creating many problems for academia, industry, and its citizens.
  
- 1        0% If they have other options, scholars in my field no longer want to come to Florida, because of recent state legislation
- 1        0% The ban on DEI initiatives.
  
- 1        0% Because we are hiring people who do computational stuff these days, hiring remains easy. Let's note that the academic market in general pushes people to take jobs in places where they don't want to go.
  
- 1        0% Salary, Florida laws
- 1        0% We are hearing that prospective faculty members are hesitant to move their families to Florida, and are particularly worried about their children experiencing Florida public schools.
- 1        0% Being more concerned with DEI than merit.
- 1        0% Reputation of state due to recent legislative and BOG actions
- 1        0% Politics in Florida
- 1        0% low pay for specialized faculty, political climate
- 1        0% Good faculty are avoiding the state of Florida because of the attacks on academia.
- 1        0% Reputation of the department with respect to marginalized groups and the broader Florida climate related to tenure and academic freedom.
  
- 1        0% female and international candidates are concerned about the political climate in Florida; candidates wonder what tenure at FSU means
  
- 1        0% Florida politics, Tallahassee not seen as desirable
- 1        0% Everyone is worried about coming to Florida. Biggest issue is a smaller pool of applicants.
- 1        0% I was told by some people I contacted for a job search that they were refusing to consider any jobs in the state of Florida, due to recent legislative issues, even though they thought FSU had a great department in the field.
- 1        0% We are not getting the same quality of out of state candidates that we used to get. The best qualified candidates that are considering long distance moves, choose to not come to Florida.
- 1        0% The governor, the state legislature, and the Board of Governors.
- 1        0% State of FL legislative attacks on academia and on citizen freedoms.
  
- 1        0% Competing colleges/department leaders are making exploding offers (offers with an expiration date). My department chair refuses to make these types of offers on principle. Candidates feel pressure to take the exploding offers and my department has lost several candidates over the last year.

- 1 0% Recent legislature puts off good candidates.
- 1 0% We didn't have nearly as many applicants as I would expect. This is a difficult question to answer because, yes, we can fill the position " but not necessarily with the same caliber of person we have hired in the past.
- 1 0% Recent Florida legislation.
- 1 0% Florida's reputation.
- 1 0% discriminatory laws passed by Florida legislature, general cloud of anti-scholarly leadership in the state
- 1 0% Salary, hostile political environment
- 1 0% FLORIDA GOVERNMENT
- 1 0% florida gop attrition against marginalized groups and ideologies
  
- 1 0% The anti-education policies of the legislature and the governor.
- 1 0% The legislature. We lost two new hires to fears over burdensome regulations.
- 1 0% N/A
- 1 0% Recent limitations to academic freedom with respect to DEI rules
- 1 0% Racism in recent Florida laws
- 1 0% Hiring is not too difficult because so few positions available in discipline. Concerns about academic freedom, however, have shrunk applicant pool.
- 1 0% Restrictions on hiring due to national origin
- 1 0% PTR, Florida legislation and political climate,
- 1 0% This question should be couched as "in your opinion" and what is that opinion based on?
  
- Not every faculty member plays the same exact role; nor do they stay current on politics, policies, and HE trends; nor do they serve on search committees.
  
- Departmental reputation is a factor as is state and national politics. Cost of living. weather.
- 1 0% State policy  
Lack of nursing scientists
- 1 0% It is due to recent Florida legislation. The most significant factor is that the State of Florida is making it difficult to hire Chinese PhD students (and from other "countries of concern") as TAs or RAs, which many of our faculty candidates have raised as a concern for recruiting PhD students. Having Florida legislation imposing a post-tenure review (PTR) for faculty has made some candidates express concern about what tenure means at FSU. Likewise, legislation that is hostile to universities, such as union busting efforts and attacks on DEI, has also been detrimental.
- 1 0% <snip>
- 1 0% Wages

- 1 0% CIMES is entirely set in building applications only in ColdFusion, which is not nearly as widely used as C# / .Net, Python, etc. So only a specific kind of software developer will be a good fit for the team: "old school" programmer or early career web developer that is willing to figure it out virtually alone. This is not conducive to organizational growth or even health.
- 1 0% Current legislative climate in Florida
- 1 0% Political climate, location
- 1 0% Reputation.of the state of. Florida.
- 1 0% People do not want to raise their kids in this state.
- 1 0% Florida isn't a place most non-Floridians want to come to - we are mostly pulling local candidates for vacant faculty positions. I believe our salaries are very low as well so the offers are not strong. The facilities at FSU Libraries are also extremely outdated compared to comparable institutions.
- 1 0% We had a good recruiting year, but typically it is much more challenging. The market for talent in my area is VERY competitive. Perhaps the market is softening so we were able to recruit well this year.
- 1 0% Many educators do not want to teach in Florida, because they feel the political climate has created a culture where all are not welcome in Florida.
- 1 0% The political climate -- threats to academic freedom, to teaching about structural inequalities, to DEI efforts
- 1 0% People don't want to move to Florida.
- 1 0% The current political climate of Florida.
- 1 0% We didn't run a search this year. However, we will need to run some searches in the coming year, in part to replace several retirements and several attritions. All the retirements and the attritions cited the political climate in FL as a principal motivator for their decisions to leave.
- 1 0% Location and media coverage about pollitics
- 1 0% \$, political environment
- 1 0% We can hire, and we can hire decent scholars, but we are not getting the very top applicants that we have gotten in the past. People who have choices are choosing states where higher education and scholarship/research are valued and supported.
- 1 0% Candidates are very concerned about the DEI and PTR legislation.
- 1 0% We were able to hire good candidates in to searches this year, but overall application numbers were noticeably down. At least some excellent candidates were quite obviously leary about moving to Florida and operating as a scholar here.
- 1 0% Florida legislature; disagreement at departmental level with dean
- 1 0% Inability to hire instructors/specialized faculty that do not have a PhD. It makes it incredibly difficult to hire a good instructor. All you get in the candidate pool are students with no job experience, very little teaching experience, and have such a poor research record that they could not land a tenure-track research position.

- 1 0% It seems as though we have not been able to recruit top faculty because they don't want to move to Florida given the current political climate.
- 1 0% Perception of Florida politics and their impact on academe. The governor.
- 1 0% Florida legislation, lack of leadership, poor reputation due to negative events that have made it to the press
- 1 0% Worries about abolition of tenure and state government interference.
- 1 0% The environment in higher education in Florida is viewed as difficult.
- 1 0% Lack of applicants due to Florida legislation regarding academic freedom.
- 1 0% Politics in the state of Florida is a real challenge.
- 1 0% Not qualified candidates
- 1 0% Being in Florida at this time
- 1 0% Political climate, reputation of our department, lack of support for research in our department, quality and safety of our building, and department culture.
- 1 0% Uncertainty about tenure in Florida and the limited metropolitan amenities offered in Tallahassee.
- 1 0% Recent legislation in FL
- 1 0% Political climate in Florida. Also, slow administrative response - job ads go out late, offers take too long to prepare and send.
- 1 0% Dean's willingness to hire; annual salary
- 1 0% Fascist learning state legislature, government education and health over-reach , housing costs
- 1 0% Lower faculty salaries and controversial legislation in our state make our unit less attractive to prospective colleagues.
- 1 0% The applicant pool has shrunk in recent years and we have fewer faculty applicants that I would consider very highly qualified. This is opposite to national trends in my field and in departments at other universities, so I attribute the trend to Florida legislation and politics driving away qualified job candidates.
- 1 0% FL legislation that is anti diversity, anti women's choice, anti gay/trans, anti science, anti climate change etc
- 1 0% Limited funding.
- 1 0% The salaries paid to nursing faculty.
- 1 0% Florida's policies on LGBTQ people; Florida's erosion of academic freedom.
- 1 0% Employees from outside the state perceive that working in the state of Florida is worse than in any of the other states of the Union.
- 1 0% Anti-education, anti-union legislation in Florida. Recent anti-DEI legislation. Post-tenure review. Happenings at other state colleges and university, eg new college, UF, etc. The national reputation that Florida has earned as a result of the governor's anti-education stance.
- 1 0% Few applicants, and negative comments about FL

- 1 0% Salary ranges, Location - Tallahassee is a small city with not much to offer for people in my industry.
- 1 0% The erosion of academic freedom, the weakening of tenure, and the assault on the faculty union make it much harder to recruit excellent faculty than it should be. We are consistently losing top candidates to places that should not be competitive with FSU.
- 1 0% People in my field do not want to come to Florida under the current governmental regime, that coupled with salary inequities.
- 1 0% The erosion of academic freedom and concerns about recent FL legislation
- 1 0% Loss of tenure
- 1 0% Both potential candidates and potential graduate students have raised concerns about politics in Florida, particularly the foreign influence regulation and guidelines.
- 1 0% Uncertainty of foreign candidate screening of those from the infamous six countries. The process is a joke and only hurts FSU national and international reputation.
- 1 0% Several faculty candidates and graduate student applicants raised concerns about accepting positions at FSU. One candidate expressed an unwillingness to send an application due to the anti DEI and post tenure review legislation. The Florida brain drain is real.
  
- 1 0% Florida legislation
- 1 0% People do not want to move to Florida; they are also concerned about getting good doctoral applicants to apply to come to Florida.
- 1 0% Lack of funding.
- 1 0% Very high teaching load
- 1 0% No serious academic wants to move to Florida
- 1 0% Turned down for various high level leadership due to political climate in FL being inimical to the raising of young children. I had a faculty member leave and tell me they were very happy to be in a state where their children can find books in the library.
  
- I have had faculty turn down applying for positions (high level, high pay) with the statement, that is is not good "to move their family to Florida at this time"
- 1 0% We are the second most populated in the COB and we cannot get additional faculty, so they add more sections to offset the need.
- 1 0% My department <snip> is small and has a notorious hostile working environment that Dean Huckaba and his colleagues refuse to acknowledge or rectify. Word has gotten out.
- 1 0% The hiring committee has not shared with me the reasons why job candidates are declining our offers.
- 1 0% The impression that the state is not serious about education.
- 1 0% Bad press about FL politics.
- 1 0% There is a strong push to fund new initiatives but not an equally strong support to maintain existing successful research activities.
- 2 0% Salary

What is your position classification?

578	90%
147	23% Professor
136	21% Associate Professor
85	13% Assistant Professor
5	1% Eminent Scholar
11	2% University Librarian
11	2% Associate University Librarian
9	1% Assistant University Librarian
29	5% Teaching Faculty I
30	5% Teaching Faculty II
31	5% Teaching Faculty III
7	1% Instructional Specialist I
5	1% Instructional Specialist II
4	1% Instructional Specialist III
10	2% Research Faculty I
7	1% Research Faculty II
16	2% Research Faculty III
4	1% Specialist, Computer Research
	0% Specialist, Music
	0% Childcare Specialist
	0% Curator
2	0% Associate Curator
	0% Assistant Curator
6	1% Senior Research Associate
6	1% Associate in Research
9	1% Assistant in Research
	0% University School Instructor
	0% University School Assistant Professor
	0% University School Associate Professor
	0% University School Professor
8	1% Other

My assigned duties involve:

623	97%
134	21% Mostly research
131	20% Mostly teaching
70	11% Mostly service
223	35% About an even balance of teaching and research, with some service
61	10% A diverse combination with no area dominant
4	1% Not sure

Are you in a tenured or tenure-earning position?

618	96%
398	62% Yes
215	34% No
5	1% Not sure

Which of the following best describes your normal annual appointment?

622	97%
434	68% 9-month contract
175	27% 12-month contract
10	2% Other
3	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.

527	82%
5	1% Accounting
1	0% Advanced Power Systems (Ctr for)
4	1% Anthropology
9	1% Art
6	1% Art Education
6	1% Art History
4	1% Askew School of Public Administration and Policy
18	3% Biological Science
4	1% Business Analytics, Information Systems and Supply Chain
3	0% Chemical and Biomedical Engineering
11	2% Chemistry and Biochemistry
3	0% Civil and Environmental Engineering
6	1% Classics
11	2% Communication
5	1% Communication Science & Disorders
10	2% Computer Science
6	1% Criminology and Criminal Justice (all areas)
5	1% Dance
1	0% Dedman College of Hospitality
	0% Distance Learning
12	2% Earth, Ocean, and Atmospheric Science
7	1% Economics
11	2% Educational Leadership and Policy Studies
6	1% Educational Psychology and Learning Systems
3	0% Electrical and Computer Engineering
1	0% Emergency Management and Homeland Security
20	3% English
7	1% Human Development & Family Science
3	0% Finance
	0% FSUS (all areas)
4	1% Geography
12	2% History
1	0% Industrial and Manufacturing Engineering
9	1% Information
6	1% Institute of Science and Public Affairs
1	0% Intensive English Studies (Center for)
4	1% Interior Design
3	0% Jim Moran College of Entrepreneurship
	0% Jim Moran Institute

7	1% Learning Systems Institute
21	3% Magnet Lab (NHMFL)
7	1% Management
5	1% Marketing
12	2% Mathematics
5	1% Mechanical Engineering
12	2% Modern Languages and Linguistics
2	0% Molecular Biophysics
2	0% Motion Picture Arts (Film)
38	6% Music (all areas)
5	1% National High Magnetic Field Lab
12	2% Nursing (all areas)
4	1% Nutrition & Integrative Physiology
	0% Ocean & Atmospheric Prediction (Ctr)
1	0% Office of Distance Learning
4	1% Panama City (all areas)
5	1% Philosophy
15	2% Physics
7	1% Political Science
	0% Prevention and Early Intervention (Ctr for)
11	2% Psychology
1	0% Public Administration
3	0% Reading Research (Center of)
7	1% Religion
2	0% Risk Management/Insurance, Real Estate and Legal Studies
4	1% Scientific Computing
10	2% Social Work
9	1% Sociology
4	1% Sport Management
5	1% Statistics
12	2% Teacher Education
7	1% Theatre
6	1% Undergraduate Studies
28	4% University Libraries
6	1% Urban and Regional Planning
20	3% Other

Please rate your feelings toward the UFF-FSU Chapter:

621	97%
332	52% Very positive
160	25% Somewhat positive
80	12% Neutral
33	5% Somewhat negative
7	1% Very negative
9	1% Not sure

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

623	97%
295	46% Yes
24	4% No
4	1% Not sure
300	47% I am already a member

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

70	11%
1	0% Work load among union leadership seems uneven at times, perhaps esp in the push to get more members.
1	0% The university's decision to remove Students for a Democratic Society from its list of recognized student organizations over its support for Palestine concerns me. Even if the decision did not affect faculty, I worry that the move is indicative of the administration's attitude towards academic freedom and the right to freely speak one's mind.
1	0% I feel that UFF-FSU could better support me and faculty members like me in their bargaining efforts. Threats to academic freedom in the classroom -- and not just PTR but also the removal of sociology from the gen ed requirements and restrictions on the funding of DEI efforts -- and inequalities in compensation and benefits both within and across units should be top priority for the union.
1	0% I wish the communication from the union regarding the drive to reach 60% membership had been a bit more transparent.
1	0% I think some research is important. But I feel that the focus on it in academia is misplaced in some disciplines (especially when the research does not make a meaningful impact on industry).
1	0% I appreciate your efforts on behalf of FSU faculty and I know several faculty who joined recently due to the "political climate" as well as the work of UFF. Thanks.
1	0% tired of being expected to supervise doc students' course taking and dissertations and pay it out of my grants while not on contract over the summer
1	0% Yes, I do!
1	0% Regarding the general survey questions, I'm glad that our Dean has reconditioned some important parts of our building. Mold is a problem in our buildings in Florida, and refacing our floors and replacing the ceiling was a positive step towards improving environmental safety. The other question I'd like to comment on is regarding our FSU administration in protecting and advocating for us as faculty members. I agree with what I think is the general sentiment among our colleagues that they are having to walk a very fine line and have generally done a good job of not sticking their neck out and attracting attention. The legislature and their agenda, along with that of our governors, is nauseating and stupid, and I think they're doing the best they can to ride out the storm. I wish there was more that could be done.

- 1 0% I am concerned that the administration supports department leaders who clearly violate rules of conduct and discrimination; violates department by-laws when it suits them and uses department by-laws when it supports them; does not communicate with faculty and lies to faculty, violates the faculty hiring policies by hiring a faculty member without notifying faculty members, lies to the College and University about it and in the end hires their friend who also lies about their credentials without faculty knowledge; withholds graduate assistant support from faculty; demeans graduate students and does not support graduate research despite receiving their previous approval.
- 1 0% Parking. Spirit Way's red area was dramatically reduced to give it over to student spaces which are not being used. This means often having to leave that garage to try to find parking, and that often means out at the stadium. It's an absurd waste for those student spaces to take many of the all-too-few parking spots on campus for faculty.
- 1 0% The limit of just one parental leave is very harmful and problematic from a university that claims to be family friendly. We really need a second or third leave possibility.
- 1 0% Several, but all have been communicated to UFF colleagues.
- 1 0% I wish the union would somehow tackle the speed-up/overwork phenomenon.
- 1 0% I have been a member of the union for over 10 years, spoke out on behalf of the union at the legislative sessions last year, and I am incredibly glad that the union survived. Still, I do wish that we'd get through the PTR stuff so we can finalize how much people will be getting.
- 1 0% Thanks for all you do in this challenging political and university environment. I think things would be much worse at FSU if the union weren't here. Thank you!
- 1 0% I paid my annual union membership dues by check dropped off at the UFF office because I do not approve of any entity deducting directly from my bank accounts! Please make sure that option remains available.
- 1 0% UFF needs to work harder to reach out as many faculty as possible (if not all) to join the Union.
- 1 0% no
- 1 0% We are actively losing faculty because of the political environment. We lost one TT person last year, and are likely to lose three this year. Our assistant professor ranks may be hollowed out as they have the most mobility. The Dean must put resources into retaining junior faculty.

1 0% Although I'm thrilled UFF's membership drive saved our chapter, I'm disappointed the same was NOT true for the STAFF union. And in general, as former staff at FSU, I have been disheartened by the lack of solidarity between faculty and staff, and the lack of advocacy for staff in the messaging and campaigns of UFF. That we, as union members, would let another union dissolve on our own campus without unifying our efforts and improving our solidarity - or even simply informing faculty of threat how this threat to collective bargaining was also impacting a large number of USPS employees at FSU - only deepens the always growing class division between faculty and staff. Without these professionals, none of the work we do would be possible, and none of the privileges we as faculty enjoy would exist. And this lack of solidarity complicates our workplace, as staff are well aware of this inequity and the role we play in reinforcing it by doing nothing to improve it. Those tensions are felt in across the university and bubble up in the routine meetings and collaborations of daily work, especially for faculty o directly supervise full-time staff. They are keenly aware of how seriously different our labor valued and privileges we are afforded - most of which like access to remote work, extended paternity leave, merit based raises and promotion processes have little to do with our unique responsibilities as faculty and are simply the result of our strong collective bargaining efforts. This makes it very hard for staff to empathize or express solidarity with faculty during times of labor instability, like the early days of the pandemic. Which weakens the bargaining position of every worker at FSU and creates class divisions down to the departmental level that decidedly favor management as they pit workers against one another to drive down wages and control their labor budgets.

1 0% I hope moving forward we use our position on campus to advocate for  
1 0% The union needs to pick its fights a bit more wisely. It has gone wrong in its focus on furloughs, on intimate relationships, and now on PTR.

1 0% We should have coverage or add-on coverage for fertility treatments. In 2023, WHO updated its estimate to reflect that 1 in 6 people experience infertility at some point in their lifetime and the American Society for Reproductive Medicine expanded their definition of infertility to include LGBTQIA people trying to build their families. Faculty have long periods of preparation for their careers (graduate school), during which they are likely to not be able to afford to start their families or to take advantage of fertility preservation technology. This delay affects prognosis, which worsens with age. Additionally, some diseases that cause infertility take a very long time to diagnose (e.g., endometriosis, 8-10 years). Fertility treatments without coverage are an enormous financial burden. People with infertility for myriad reasons and diagnoses deserve coverage for this aspect of their healthcare. One might consider quitting the faculty job they worked so hard for in order to work for Amazon and have Progyny fertility coverage.

Admin has done a poor job of making timely decisions about storms and communicating them effectively. They should assume we'll have a storm during First Day Attendance Week, make a plan, and be pleasantly surprised if they don't have to implement it. Waiting days to make a decision impairs everyone else's ability to make the decision that is best for their family under storm conditions. Please consider labs that only meet once per week when deciding how we will be told to handle First Day Attendance. Being forced to drop lab students during a hurricane is a huge mess, no matter how well we attempt to communicate through Canvas and email.

1 0% I don't like your question about being in a tenured or tenure-earning position. I guess it is a hopeful way of putting things. Best of luck to you and all of us. I consider myself to be in a five-year contract position, my tenure having been stolen by the state that granted it, and I will be looking for a job in a place that does not abuse its own professors in this deplorable way.

1 0% The constant legislature threat of allowing firearms on campus  
Crime rates on and around campus  
Overbearing state legislature on academic freedom  
Non availability of graduate students university housing

1 0% Losing collective bargaining would be pretty disastrous for this institution. I've worked at another university that didn't have a union with collective bargaining power and compression was really bad there.

- 1 0% There is a huge disconnect between FSU in Tallahassee and the Ringling Center for the Arts/John and Mable Ringling Museum of Art. I am assigned the designation of faculty yet I have not once visited Tallahassee, nor have I been invited there for any professional involvement. I have worked with 3 faculty over 5 years who bring students to the museum. The students have an amazing visit, stating it was a life-changing experience, yet I have not received any recognition from FSU showing appreciation for my efforts and all the museum has to offer students.
- 1 0% With the blatant violations of the Collective Bargaining Agreement at the PC campus there has been no effort by the Union to help resolve the problems.
- 1 0% The general brain-dead, celebrate ignorance of the dominant political forces in FL.
- 1 0% Discrepancies in pay due to gender.

I'm not sure if a semester of parental leave should be given to men. Studies show that when men in academic positions get parental leave, they tend to use it to do research, essentially taking a sabbatical, rather than being the primary caregiver. This in turn further disadvantages female academics because they are still the ones being the primary caregiver to new children.

- 1 0% I have keen interests in knowing whether I am entitled to have professional academic leave as an analog to sabbatical leave for tenured faculty. I wonder whether uff-fsu could help all specialized faculty members entitled to receive this opportunity after 7 years.
- 1 0% I was told that as teaching faculty, I'm not eligible to be in the union. I haven't investigated this thoroughly, but intend to.
- 1 0% Please advocate for all faculty to be paid across 12 months. The current system for calculating salary and benefit withholdings is ludicrous. Given the way salary increases happen here at FSU, it is nearly impossible to calculate an accurate amount to withhold if you want to receive payment across 12 months. Additionally, the system for withholding benefits is absurd. Please simply pay everyone and withhold funds for benefits across 12 months. Everywhere else I have taught has been able to do this; FSU should be able to do this too.
- 1 0% I feel like teaching faculty are not valued as much as research faculty.
- 1 0% No comment

- 1 0% More and more every year, FSU prioritizes profit over people. I've been here since the early 1990s, and I have never felt so undervalued by the institution (while simultaneously very valued by my own department and college). One example is the university's absolute mistreatment of staff and faculty in terms of transportation and parking, while catering to the richest incoming freshmen. It is LUDICROUS for a landlocked campus to provide on-campus parking for resident students while not providing enough parking spaces for employees; close staff lots regularly for events because there's no logical arrangement for visitors; and generally make it almost impossible for people to visit campus (or for employees to leave during the day and come back). The lack of a logical bus system between campus and city adds to the unwelcoming atmosphere, and to the increasingly dangerous campus traffic.
- 1 0% The union is great. Keep up the good work.
- 1 0% How can the union bargain effectively when BOG can say No to anything?  
More lawful direct actions by faculty should be organized. The union isn't changing enough to meet the new laws and attacks.
- Membership numbers could easily be increased to 80-90% by simply reducing membership costs.  
If the union is unwilling to make the changes to be successful, it is choosing to fail. Don't blame the non-members.
- 1 0% If FSU is going to grow in number of faculty, they must also grow in number of staff for faculty to be successful. For example, faculty can't get grants if there aren't sufficient grants staff, HR staff, etc.
- 1 0% The membership fee seems quite high. Now that we have more members, can the membership fee be reduced?
- 1 0% The dedication of the union continue to impress me. I do not know from where you muster the energy, but I applaud it and will continue to happily pay the dues.
- 1 0% Thank you UFF for getting over the stupid 60% requirement. Without our union, I would have resigned. Keep up the good fight!
- 1 0% Salary discrepancies between departments and between tenure and non-tenure faculty members. As a teaching faculty member, there is a large gap between what we earn and what tenure-track faculty earn. Additionally, there are large salary discrepancies across departments of teaching faculty of the same rank. I love teaching and working with students and it serves a vital role in the University but I do not always feel as if my work is valued.
- 1 0% I appreciate the initiatives and actions taken by the leadership at UFF-FSU chapter.

- 1 0% The union did not do a good job communicating with general membership right around the deadline for 60% density. When members feel like they are being kept in the dark, it erodes goodwill toward the union. I understand there were reasons not to be fully transparent, but lack of transparency comes with non-trivial costs. Earlier and clearer communication would have been better.
- 1 0% I am so grateful the union survived the ridiculous membership limit and restrictions regarding dues collection. The union is literally the only thing keeping me hopeful we will survive this onslaught of ill-informed, short-sighted, weak policy making.
- 1 0% Not in unit
- 1 0% Currently, negative state policies
- 1 0% Current political climate is eroding the protections of our union
- 1 0% N/A
- 1 0% need room to grow in this position intellectually and economically or i will have to find greener pastures.
- 1 0% I deeply appreciate all that that UFF did to save our union. I wish that communication had been a bit more transparency around how the membership drive was progressing.
- 1 0% My students are concerned about how the university has collaborated with political demands (turning over health care data, suppressing diversity initiatives) and regardless of their politics, that concern translates to advising questions and anxiety in class
- 1 0% Yes, drop the 1% requirement on salary to join the Union.
- 1 0% The state efforts to undermine union.
- 1 0% I am deeply concerned about the state of our honors program. We have excellent faculty but they are massively overworked. The selling point of an R1 is that students will be taught by scholars. If a person is on a 4/4/2, they cannot possibly do scholarship. As far as I can tell, the only plan here is to increase honors numbers, with no plan at all for how to do that well.

Overall, the level of student readiness is remarkably low. They are coming in extremely unprepared.

I am also DEEPLY concerned about the overwhelming emphasis on STEM fields and monetizable research. If this is a university, there needs to be more evidence that the full breadth of human knowledge and research is valued. I see very little evidence of this and it is deeply demoralizing. it is, frankly, demeaning to see the unversity produce multiple pages on research goals that clearly only focus on STEM with a nice pat on the head at the end for everybody else, all of whom are just lumped into one final "human experience" nonsense category.

Finally, I would like to congratulate the chapter on getting our numbers up and keeping the chapter alive. I genuinely did not think that would be possible.

- 1 0% Every time the union reps have visited my office, they have been extremely condescending. If you want faculty to pay and join the union, perhaps work with a spirit of "can-do" as opposed to a spirit of "the world is crumbling and we are the only ones who can save it"
- 1 0% Service workloads rise for beyond AOR and extend over 12 mos. when I am compensated for a 9-month contract.
- 1 0% No. I think we have a clear set of challenges ahead next year.
- 1 0% Please be more transparent with data and finances. I am not the only faculty member who wonders what all the money collected from faculty salaries (\$1.5 million/year is my guess) is spent on and what the return on investment is for that considerable sum. It becomes hard to justify union membership when transparency is low. My guess is you would get more members and retention if you clearly stated how much money came in, where it went, and how it improved faculty lives.
- 1 0% Need to reduce membership fees and reduce spending on useless activities
- 1 0% Yes. The dean of Arts & Sciences, VP Kistner, and HR have failed to deal adequately with multiple complaints regarding the chair of <snip> and, in fact, have enabled the continuation of an obviously (documented) hostile work place.
- 1 0% I still believe that too much money flows toward state and national unions, and more of our contributions should stay local
- 1 0% Really questioning my life choices at this point .... Strongly considering moving to another university in a less turbulent state....
- 1 0% Always grateful for the hard work of my UFF colleagues
- 1 0% Graduate student enrollment is going to dip with the issues related to "countries of concern"/
- 1 0% Student enrollment. Faculty have been reasonably easy to hire though the application pools have shrunk considerably. Another huge concern is that we are not attracting students in the same way.
- 1 0% I am a union member but the dues are too expensive. We would have more business faculty if there were an upper cap on dues rather than a percentage.
- 1 0% While I know we have reached the needed 60% in membership thanks to an amazing effort on the part of such dedicated members, the level of apathy on the part of some of the campus - faculty and students alike - in this political moment is disturbing. BUT the UFF raises my hopes.
- 1 0% I noticed that junior faculty are much more likely to join the union than senior ones. The mentality of "if I am good I do not need the union" is fading, luckily so, But several junior colleagues who have been skeptical about joining the UFF have pointed out that the financial budget of the union is not transparent, Improved transparency can attract many more members, in particular among junior faculty.

**Thank you for completing the basic FSU Faculty Poll for Spring Semester 2024. Watch for announcements of results coming soon.**

***Thanks again!***