



UFF-FSU Faculty Poll Results, Spring 2025

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

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

Salary Priorities

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

Check all that apply. (559 responses in total)

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

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

65.9% Keeping up with the cost of living

14.9% Providing incentives for recent meritorious job performance

19.2% Correcting existing salary inequities, including compression and inversion

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

1.8% 0%

3.1% 1%

10.7% 2%

29.3% 3%

10.3% 4%

10.8% 5% or more

34.0% The current rate of inflation

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

60.4% Mainly on peer recommendations

11.2% Mainly on deans' discretion

28.5% Not sure

Non-salary Bargaining Priorities

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

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

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

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

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

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

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

20.5% Formalizing guidelines on determination of teaching AOR percentages

31.2% Ensuring faculty safety on FSU's campuses

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

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

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

7.2% Other:

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

Legislative and Regulatory Issues.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- 3.1% Strongly agree
- 3.1% Agree
- 7.7% Neither agree nor disagree
- 14.4% Disagree
- 70.5% Strongly disagree
- 1.3% Does not apply

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

General Survey Questions

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

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

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

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

18. The FSU Administration is doing a good job in dealing with health issues arising from the condition and environment of campus buildings. *Mark only one.* (557 responses in total)

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

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

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

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

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

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

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

Administrator Evaluations

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

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

23. Provost Jim Clark's job performance has been: *Mark only one.* (549 responses in total)
14.4% Outstanding
31.9% Good
17.3% Fair
6.2% Poor
2.2% Unacceptable
28.1% Not sure

24. Vice President for Faculty Development and Advancement Janet Kistner's job performance has been: *Mark only one.* (544 responses in total)
18.0% Outstanding
32.0% Good
15.6% Fair
4.8% Poor
2.6% Unacceptable
27.0% Not sure

25. Vice-President for Research Stacey Patterson's job performance has been: *Mark only one.* (547 responses in total)
12.8% Outstanding
30.0% Good
14.3% Fair
4.4% Poor
2.6% Unacceptable
36.0% Not sure

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

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

Professional Work Climate and General Information

28. All things considered, the working or professional climate for faculty in my College/Unit is positive. *Mark only one.* (554 responses in total)

- 12.1% Strongly agree
- 42.6% Agree
- 22.6% Neutral
- 17.9% Disagree
- 4.9% Strongly disagree

29. All things considered, the working or professional climate for faculty in my Department/Unit (if applicable) is positive. *Mark only one.* (555 responses in total)

- 17.8% Strongly agree
- 40.9% Agree
- 16.0% Neutral
- 14.6% Disagree
- 12.1% Strongly disagree
- 2.0% Not applicable

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

- 60.9% Very concerned
- 20.8% Moderately concerned
- 10.8% A little concerned
- 5.9% Not at all concerned
- 1.6% Not sure

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

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

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

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

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

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

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

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

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

- 22.2% Yes
- 77.8% No

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

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

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

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

0.0% Childcare Specialist
0.0% Curator
0.6% Associate Curator
0.0% Assistant Curator
1.7% Senior Research Associate
1.5% Associate in Research
1.7% Assistant in Research
0.0% University School Instructor
0.0% University School Assistant Professor
0.0% University School Associate Professor
0.0% University School Professor
1.5% Other

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

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

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

59.1% Yes
40.0% No
0.9% Not sure

40. Which of the following best describes your normal annual appointment? *Mark only one.*
(550 responses in total)

66.7% 9-month contract
32.0% 12-month contract
0.7% Other
0.5% Not sure

41. What Department/Unit do you consider your primary appointment?

Please note that for non-departmentalized colleges/units, this may be the college/unit. *Mark only one.* (484 responses in total)

1.4% Accounting
0.0% Advanced Power Systems (Ctr for)
0.6% Anthropology
1.9% Art
1.4% Art Education
0.8% Art History
0.4% Askew School of Public Administration and Policy
3.1% Biological Science
0.4% Business Analytics, Information Systems and Supply Chain
0.8% Chemical and Biomedical Engineering
1.4% Chemistry and Biochemistry

0.0% Civil and Environmental Engineering
1.0% Classics
2.9% Communication
0.6% Communication Science & Disorders
1.4% Computer Science
1.0% Criminology and Criminal Justice (all areas)
0.6% Dance
0.4% Dedman College of Hospitality
0.0% Distance Learning
1.9% Earth, Ocean, and Atmospheric Science
1.4% Economics
2.5% Educational Leadership and Policy Studies
2.3% Educational Psychology and Learning Systems
0.8% Electrical and Computer Engineering
0.0% Emergency Management and Homeland Security
2.1% English
0.4% Human Development & Family Science
0.8% Finance
0.0% FSUS (all areas)
0.6% Geography
2.9% History
0.6% Industrial and Manufacturing Engineering
1.7% Information
0.4% Institute of Science and Public Affairs
0.2% Intensive English Studies (Center for)
0.4% Interior Design
0.4% Jim Moran College of Entrepreneurship
0.0% Jim Moran Institute
1.2% Learning Systems Institute
5.0% Magnet Lab (NHMFL)
0.8% Management
0.8% Marketing
1.9% Mathematics
0.8% Mechanical Engineering
3.1% Modern Languages and Linguistics
0.4% Molecular Biophysics
1.2% Motion Picture Arts (Film)
6.4% Music (all areas)
0.8% National High Magnetic Field Lab
2.3% Nursing (all areas)
0.8% Nutrition & Integrative Physiology
0.0% Ocean & Atmospheric Prediction (Ctr)
0.0% Office of Distance Learning
0.6% Panama City (all areas)
0.4% Philosophy
1.9% Physics
1.2% Political Science

0.0% Prevention and Early Intervention (Ctr for)
2.1% Psychology
0.8% Public Administration
0.4% Reading Research (Center for)
1.4% Religion
0.0% Risk Management/Insurance, Real Estate and Legal Studies
0.8% Scientific Computing
1.9% Social Work
2.1% Sociology
0.6% Sport Management
0.6% Statistics
2.9% Teacher Education
1.2% Theatre
2.9% Undergraduate Studies
5.2% University Libraries
1.2% Urban and Regional Planning
6.0% Other

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

49.1% Very positive
20.9% Somewhat positive
10.7% Neutral
6.5% Somewhat negative
1.1% Very negative
2.7% Not sure

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

50.4% Yes
5.2% No
1.4% Not sure
43.0% I am already a member

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

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

80.7% Yes
18.2% No (skip to submit step)
1.2% Maybe (not sure)

Thanks again!

Please click the SUBMIT button to enter your responses.