

# INTELLECTUAL FREEDOM SURVEY

For the State University System of Florida

December 2025



**STATE UNIVERSITY  
SYSTEM OF FLORIDA**

[FLBOG.EDU/](http://FLBOG.EDU/)



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## **Section 1. Background**

The 2021 Legislature enacted House Bill 233, which amended section 1001.706, Florida Statutes, Powers and Duties of the Board of Governors, to promote intellectual freedom and viewpoint diversity within the State University System of Florida (SUS). Similar language was amended to section 1001.03, Florida Statutes, for the Florida College System (FCS).

Specifically, the legislation created section 1001.706(13), Florida Statutes, entitled INTELLECTUAL FREEDOM AND VIEWPOINT DIVERSITY ASSESSMENT.

This section provides definitions for “intellectual freedom and viewpoint diversity” and “shield” and directs the Board of Governors as follows:

- (a) For the purposes of this subsection, the term:
  - 1. “Intellectual freedom and viewpoint diversity” means the exposure of students, faculty, and staff to, and the encouragement of their exploration of, a variety of ideological and political perspectives.
  - 2. “Shield” means to limit students’, faculty members’, or staff members’ access to, or observation of, ideas and opinions that they may find uncomfortable, unwelcome, disagreeable, or offensive.
- (b) The Board of Governors shall require each state university to conduct an annual assessment of the intellectual freedom and viewpoint diversity at that institution. The Board of Governors shall select or create an objective, nonpartisan, and statistically valid survey to be used by each state university that considers the extent to which competing ideas and perspectives are presented, and whether members of the university community, including students, faculty, and staff, feel free to express their beliefs and viewpoints on campus and in the classroom. The Board of Governors shall annually compile and publish the assessments by December 31 of each year, beginning December 31, 2024.
- (c) The Board of Governors may not shield students, faculty, or staff at state universities from free speech protected under the First Amendment to the United States Constitution, Art. I of the State Constitution, or s. 1004.97.

## **2025 Intellectual Freedom Survey For the State University System of Florida**

Dr. Samuel J. Abrams, a faculty member in the Politics Department at Sarah Lawrence College and a senior fellow at the American Enterprise Institute, developed surveys for all students and all employees in the SUS and the FCS. The surveys were designed to assess respondents' comfort levels and willingness to share views in a range of settings, including classrooms, at a university event, online, and within non-university social settings.

Board of Governors' former member Dr. Amanda Phalin collaborated with Dr. Abrams to provide a faculty perspective on this year's set of questions. Questions on both the student and employee surveys were refined based on her feedback.

## **Section 2. Methodology**

The two survey instruments were designed to assess the extent to which students and employees feel free to express their beliefs and viewpoints on campus. For consistency and a more standardized approach, the universities requested that the Office of the Board of Governors (FLBOG) procure services to disseminate the survey instruments to their student body and employee populations. The Board office used a survey platform provided by Alchemer to distribute and collect survey responses. Alchemer was also contracted to provide managed services to administer the full survey process, including programming, testing, technical configuration, and user technical helpdesk support.

Each institution provided the vendor with the appropriate contact information for their student and employee populations. The student population was designated as all enrolled students after the Spring drop/add period. The employee population was defined as all active employees as of January 3, 2025.

Trends in current survey strategies suggest that for some populations, SMS (text) message delivery can increase response rates. SMS (text) messaging was used for survey delivery to students. Employees received only email delivery of the survey links.

Offering incentives is a proven opinion survey strategy. An incentive was deployed by the university foundations the week of April 11, 2025, during the student survey cycle. A random drawing of five \$500 bookstore gift cards for each university was offered to enrolled university students. Students had to participate in the survey or register for the drawing with their institution's foundation. Students were notified of the incentive through campus communications and in the remaining survey notifications.

Incentives were not provided for the employee survey.

The survey was administered per the schedules listed in **Tables 1 and 2**.

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**Table 1: Student Survey**

| Type             | Date                                                                | Description                                                                           |
|------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Pre-notification | March 13, 2025                                                      | The <b>vendor</b> sends pre-survey notifications by email.                            |
| Survey           | March 17, 2025                                                      | * The <b>vendor</b> sends survey invitations to students via email and SMS messaging. |
| Reminders        | March 24, March 31, April 7, April 11, April 15, and April 19, 2025 | The <b>vendor</b> sends survey reminders to students via email and SMS messaging.     |
| Closing          | April 25, 2025                                                      | The survey closes at 11:15 p.m. ET.                                                   |

**Table 2: Employee Survey**

| Type             | Date                     | Description                                                                                       |
|------------------|--------------------------|---------------------------------------------------------------------------------------------------|
| Pre-notification | April 19, 2025           | The <b>vendor</b> sends pre-survey notifications, using university sub-domains, to the employees. |
| Survey           | April 22, 2025           | * The <b>vendor</b> sends survey invitations to the employees.                                    |
| Reminders        | April 29 and May 3, 2025 | The <b>vendor</b> sends survey reminders to the employees.                                        |
| Closing          | May 3, 2025              | The survey closes at 11:59 p.m. ET.                                                               |

**\* Note for Tables 1 and 2:** Unique, one-time-use survey links were delivered to both students and employees.

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A vendor, ResponsiveMR (a subsidiary of Radius), was contracted to statistically weight the response data. Aggregate institutional student and employee demographics were provided to the vendor to perform statistical weighting.

### Weighting involves three basic steps:

1. Identify the **Target Distribution**. This was information provided to ResponsiveMR by the State University System of Florida, with information about employment and enrollment numbers for each university.
2. Identify the **Sample Distribution**. These numbers come directly from survey response data, detailing the number of respondents in each of our demographic categories that completed the survey.
3. Estimate the proportion by which each distribution is over-/under-estimated in our Sample compared to the Target. This deviation provides information about the amount by which each demographic group must be weighted up/down in order for our Sample Distribution to match our Target Distribution.

Once these proportions are estimated and the weights calculated, there are two QA steps. First, the vendor compared the **Weighted Sample Distributions** to our **Target Distributions** to ensure that they match. This is not always a perfect match, as the sample data always has some respondents who completed the survey but refused to answer one or more questions. Second, the vendor inspected the weighting values to make sure that none are out of acceptable ranges. Acceptable ranges for weights are generally considered between 0.2 and 5. If any weights are outside this range, those values are calibrated back to within the acceptable range. This process can also create some minor deviations between our **Weighted Sample** and **Target Distributions**.

In total, 69,369 students and 15,354 employees responded to the survey, but only 31,639 students' and 10,643 employees' surveys were 'complete'. A 'complete' response record is one in which the participant moves through all the questions within the survey. Responses to all questions were voluntary. Participants were allowed to skip questions. Only complete responses are used for weighing, and only complete responses are used in the presentation of the survey results.

## Section 3. Student Survey Responses

### Section 3.1. Student Response Rates by University

The most frequent method of distribution was via student email. A link to the student survey was delivered to 346,990 students, and there were 69,369 responses, representing a 19.99% response rate. The range of institutional response rates varied from 11% to 39.55%.

This report only uses **complete** surveys to present information related to responses. For a comprehensive overview of each university's response rate, refer to **Table 3**.

**Table 3: Student Response Rates by University**

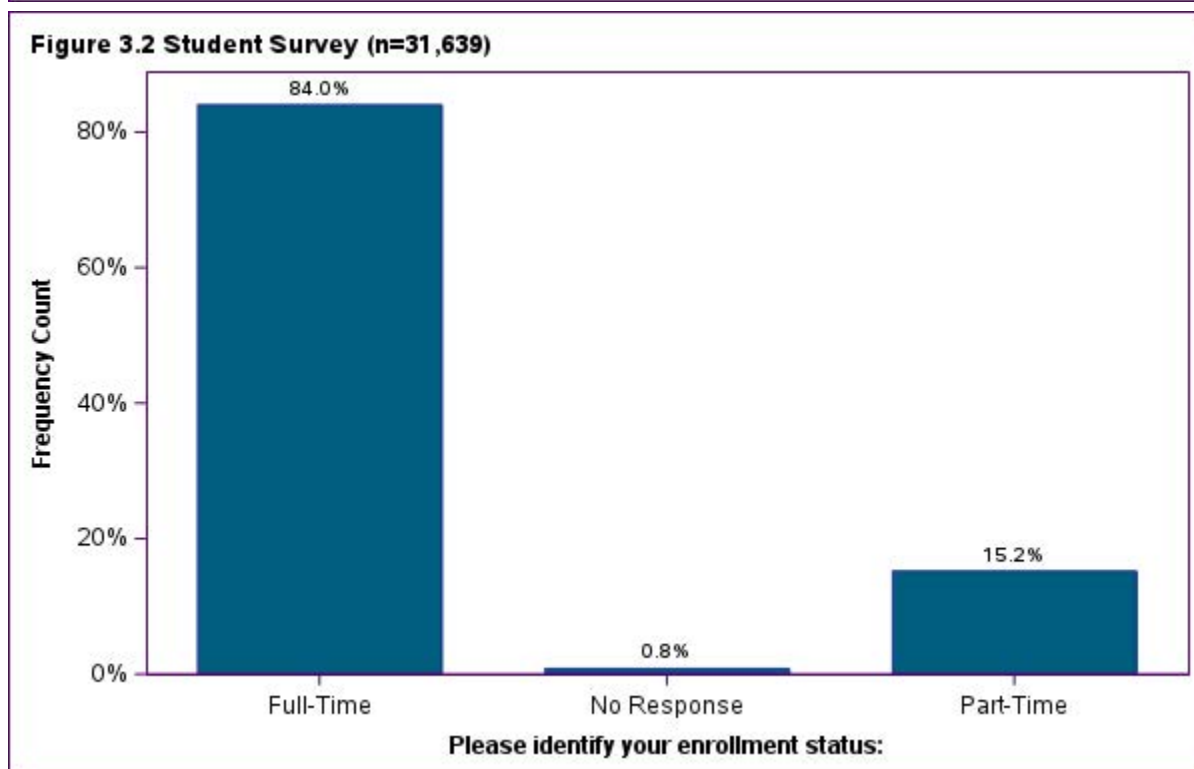
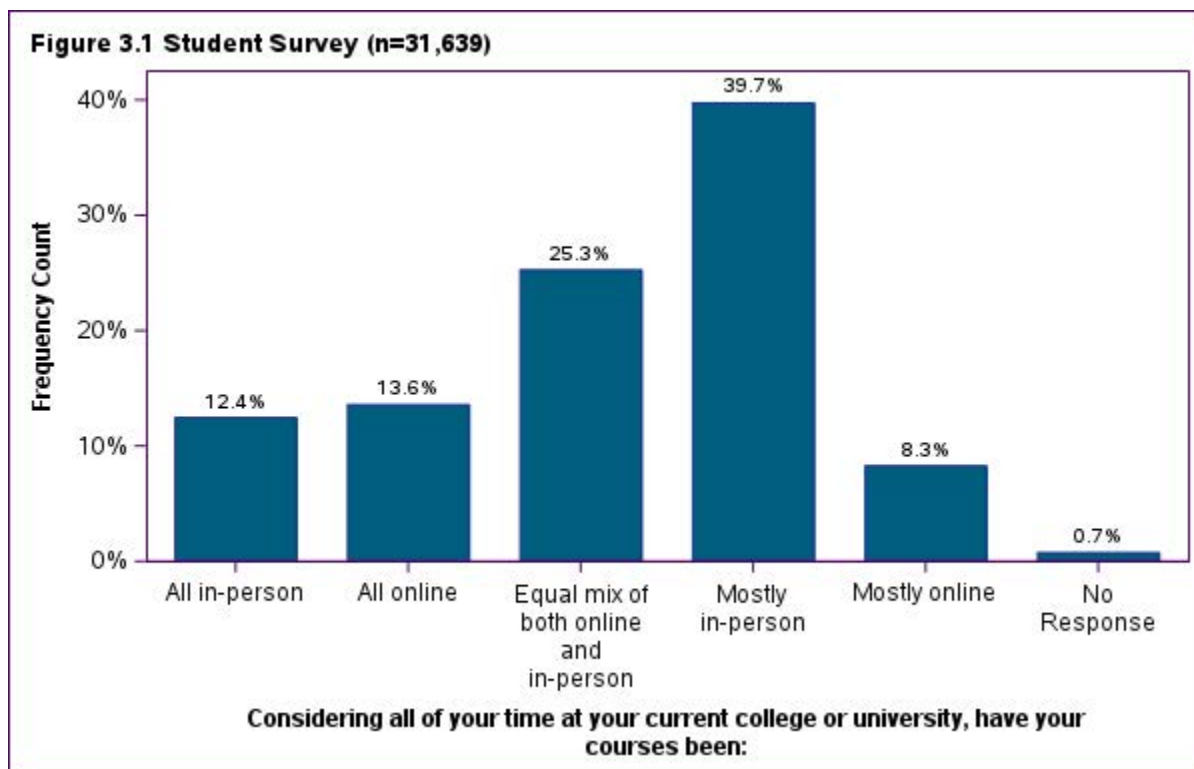
| University Student Survey | Invited | Complete | % of Completed Surveys | Partial | % of Partial Surveys | Total  |
|---------------------------|---------|----------|------------------------|---------|----------------------|--------|
| FAMU                      | 8,630   | 652      | 7.6%                   | 1,633   | 18.9%                | 2,285  |
| FAU                       | 29,853  | 3,252    | 10.9%                  | 3,813   | 12.8%                | 7,065  |
| FGCU                      | 15,551  | 1,402    | 9.0%                   | 1,643   | 10.6%                | 3,045  |
| FIU                       | 47,471  | 2,997    | 6.3%                   | 3,993   | 8.4%                 | 6,990  |
| FPU                       | 1,628   | 371      | 22.8%                  | 270     | 16.6%                | 641    |
| FSU                       | 43,530  | 2,984    | 6.9%                   | 3,561   | 8.2%                 | 6,545  |
| NCF                       | 804     | 146      | 18.2%                  | 135     | 16.8%                | 281    |
| UCF                       | 65,254  | 3,537    | 5.4%                   | 3,688   | 5.7%                 | 7,225  |
| UF                        | 59,425  | 5,806    | 9.8%                   | 6,180   | 10.4%                | 11,986 |
| UNF                       | 15,520  | 2,199    | 14.2%                  | 1,623   | 10.5%                | 3,822  |
| USF                       | 47,047  | 6,146    | 13.1%                  | 9,233   | 19.6%                | 15,379 |
| UWF                       | 12,277  | 2,147    | 17.5%                  | 1,958   | 16.0%                | 4,105  |
| Total                     | 346,990 | 31,639   | 9.1%                   | 37,730  | 10.9%                | 69,369 |



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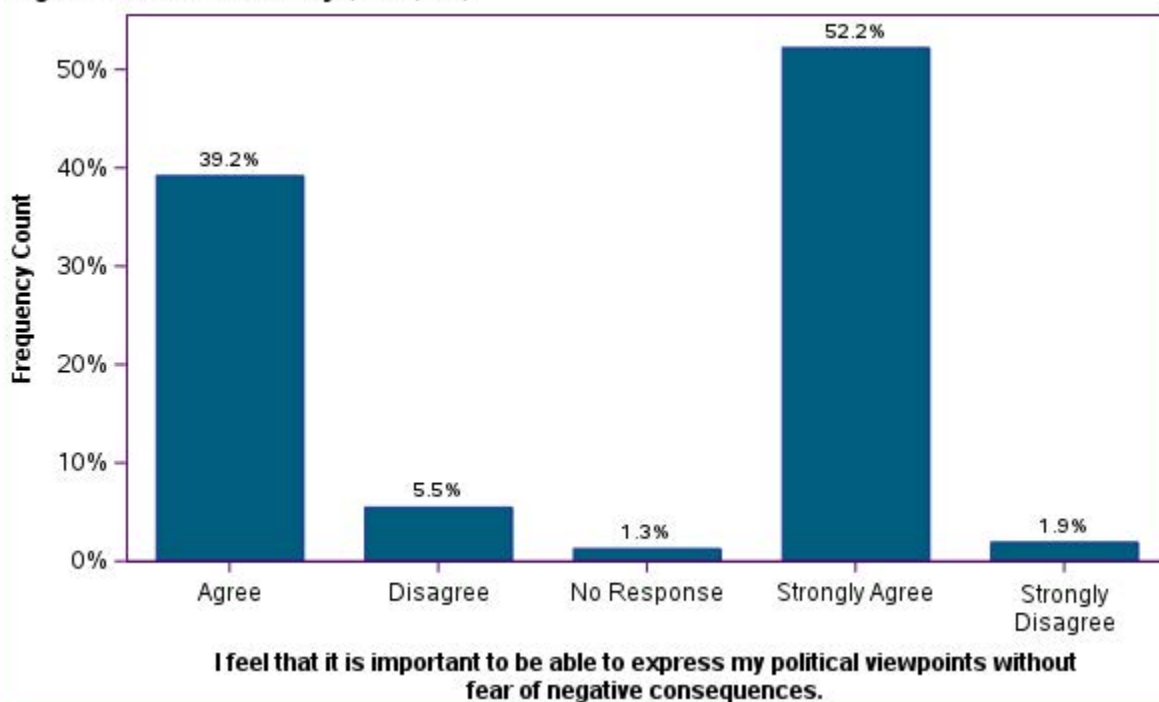
## Section 3.2. Student Survey Response Figures

Figures 3.1 through 3.48 are the system-level responses to all student survey questions.

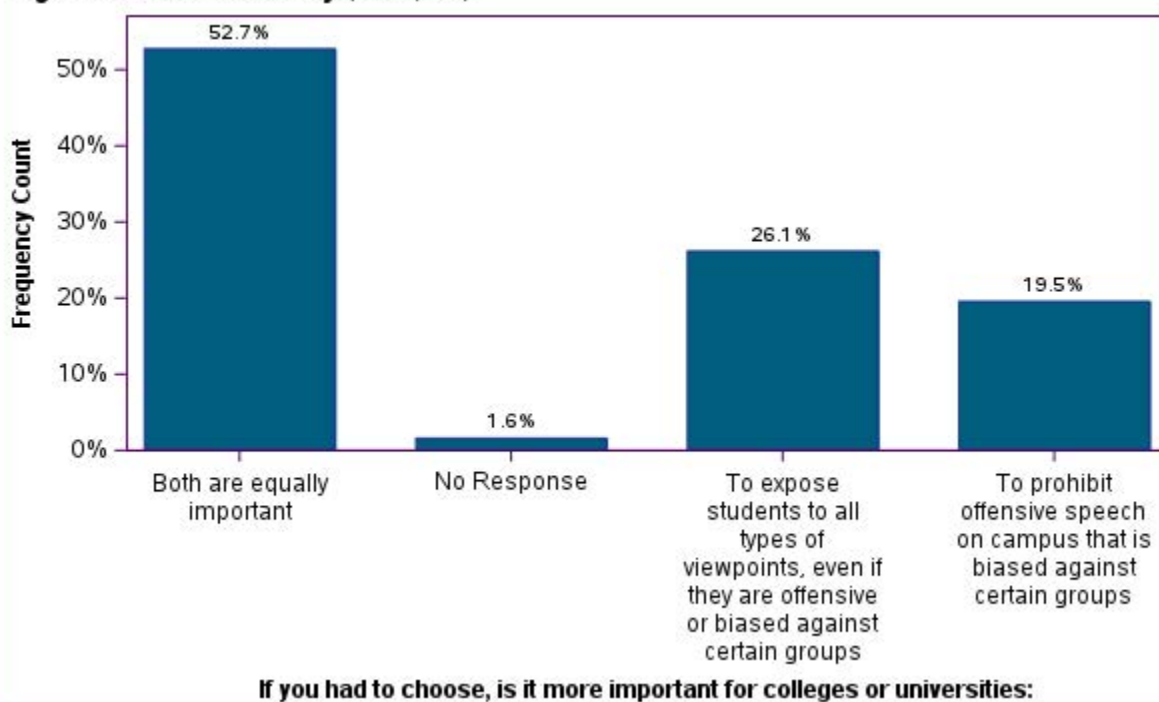


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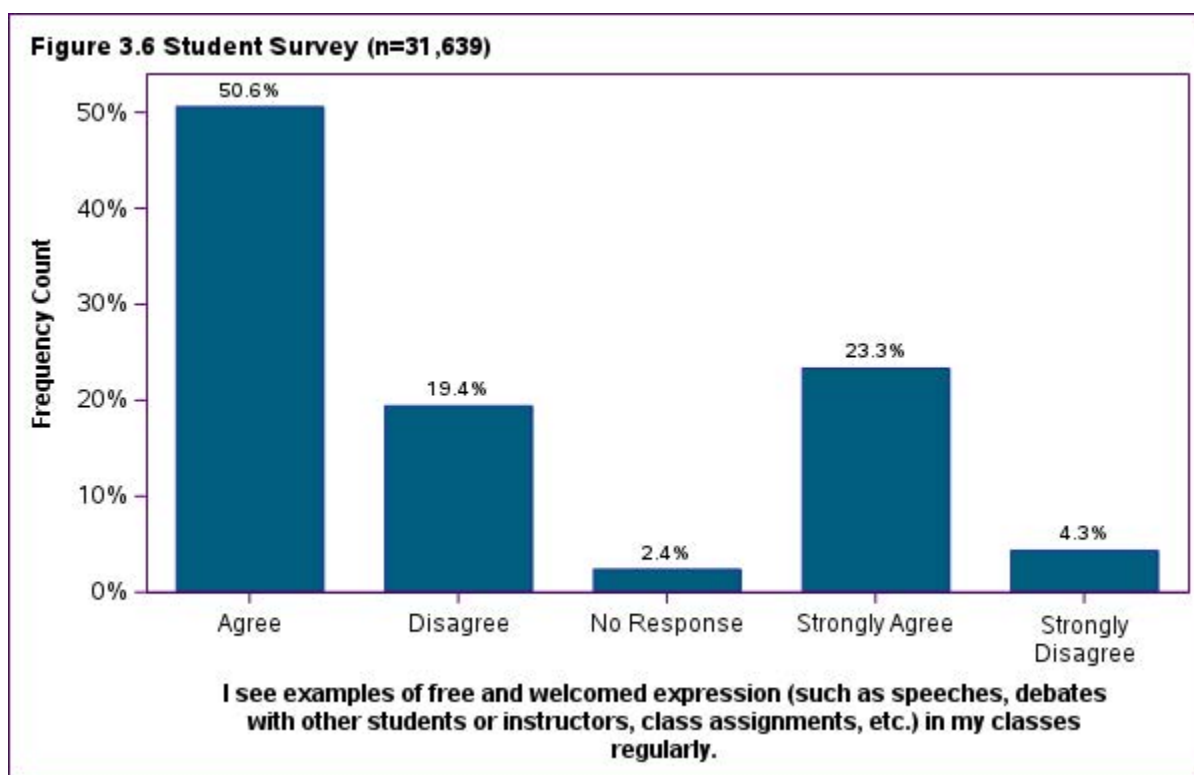
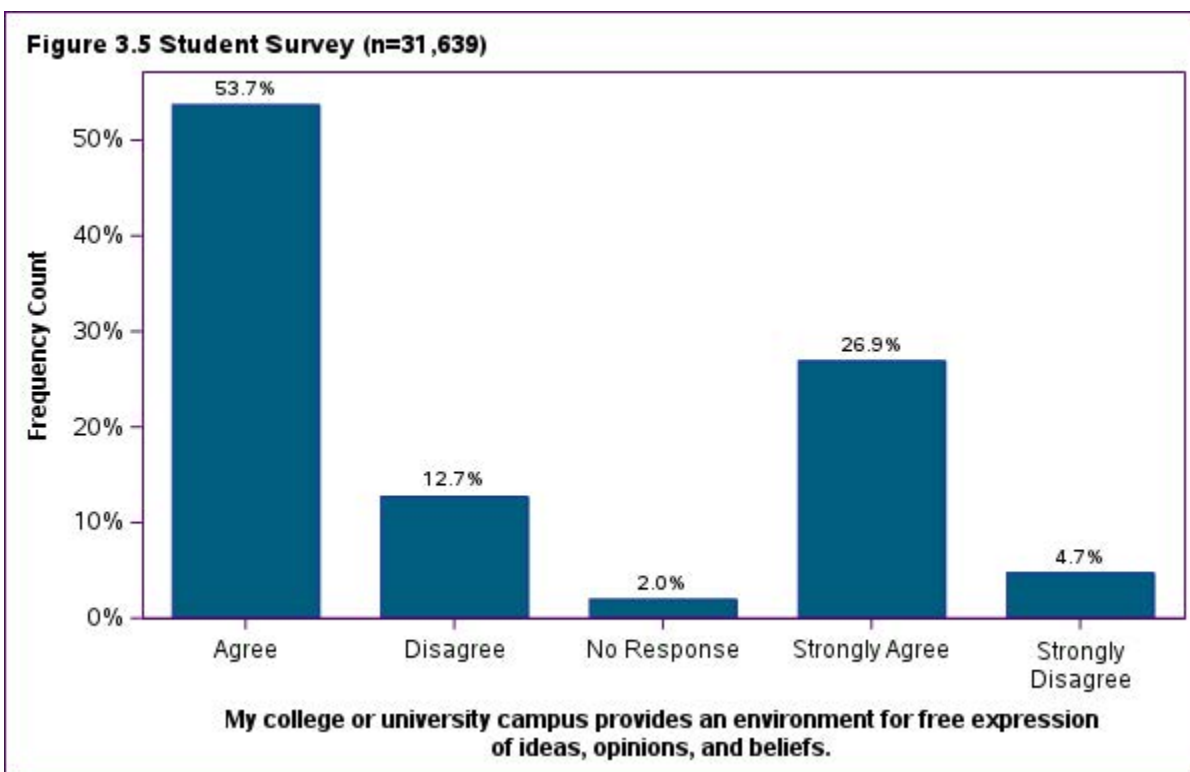
**Figure 3.3 Student Survey (n=31,639)**



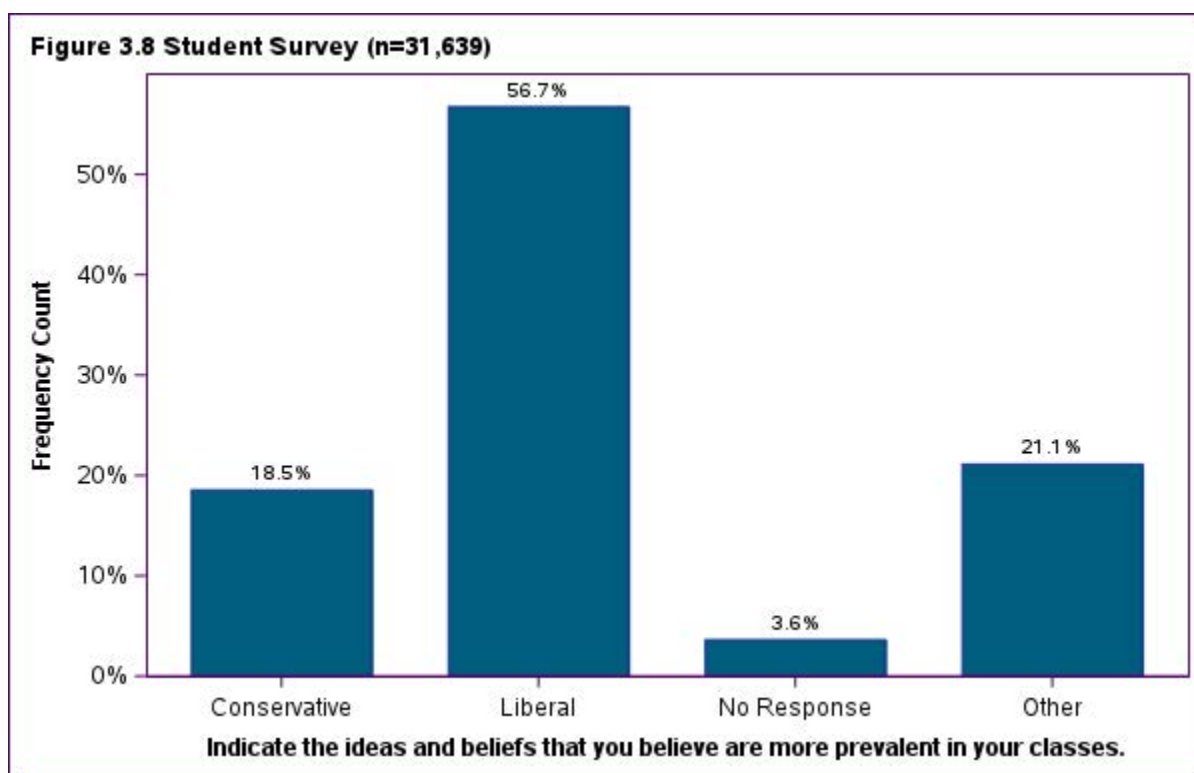
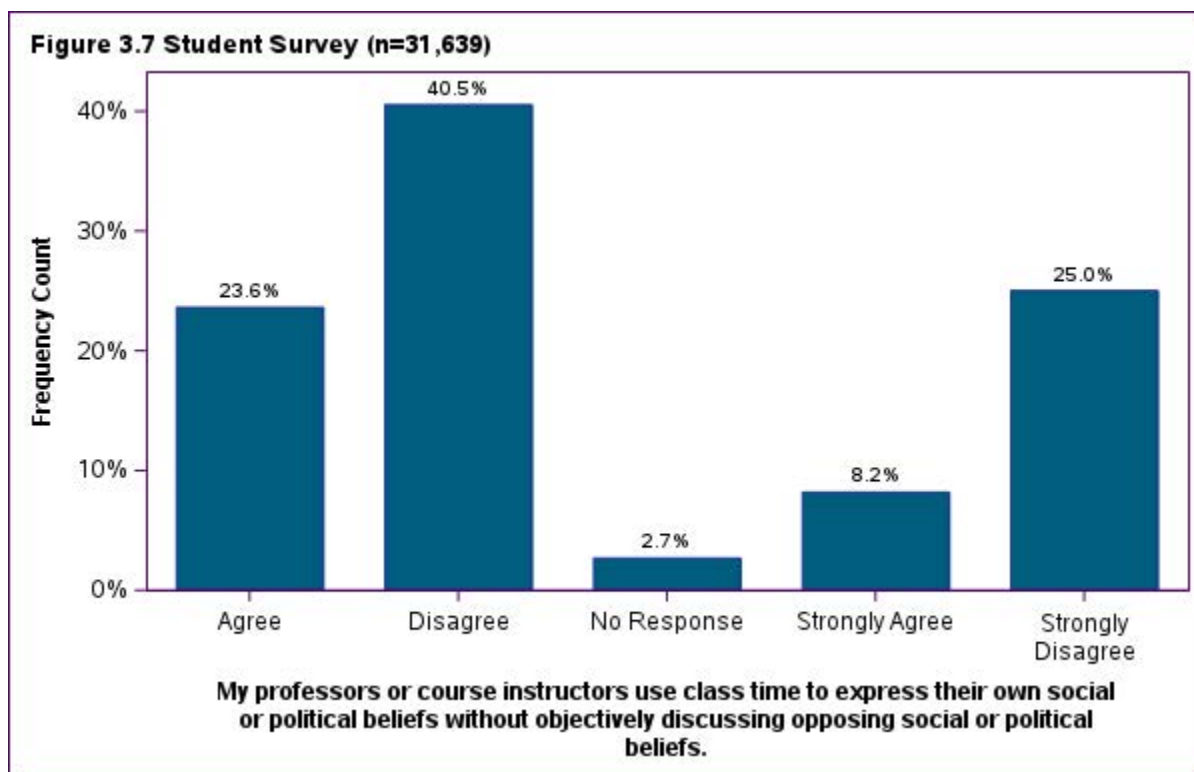
**Figure 3.4 Student Survey (n=31,639)**



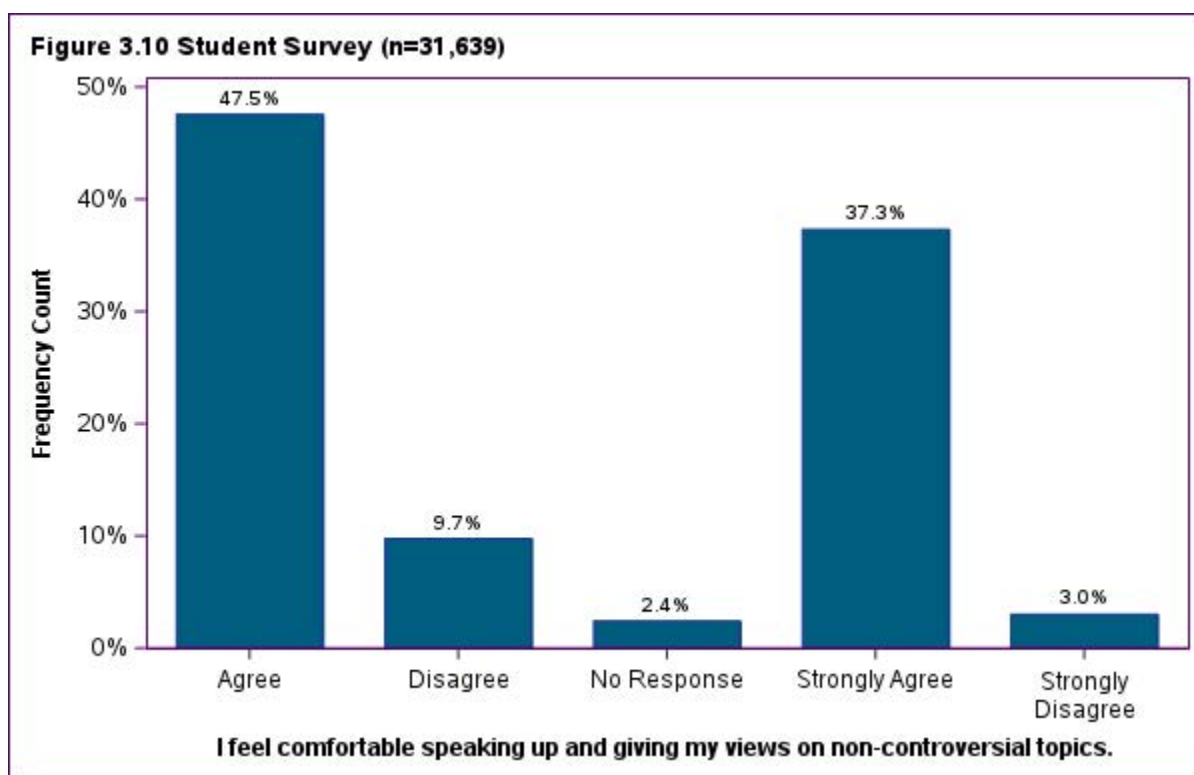
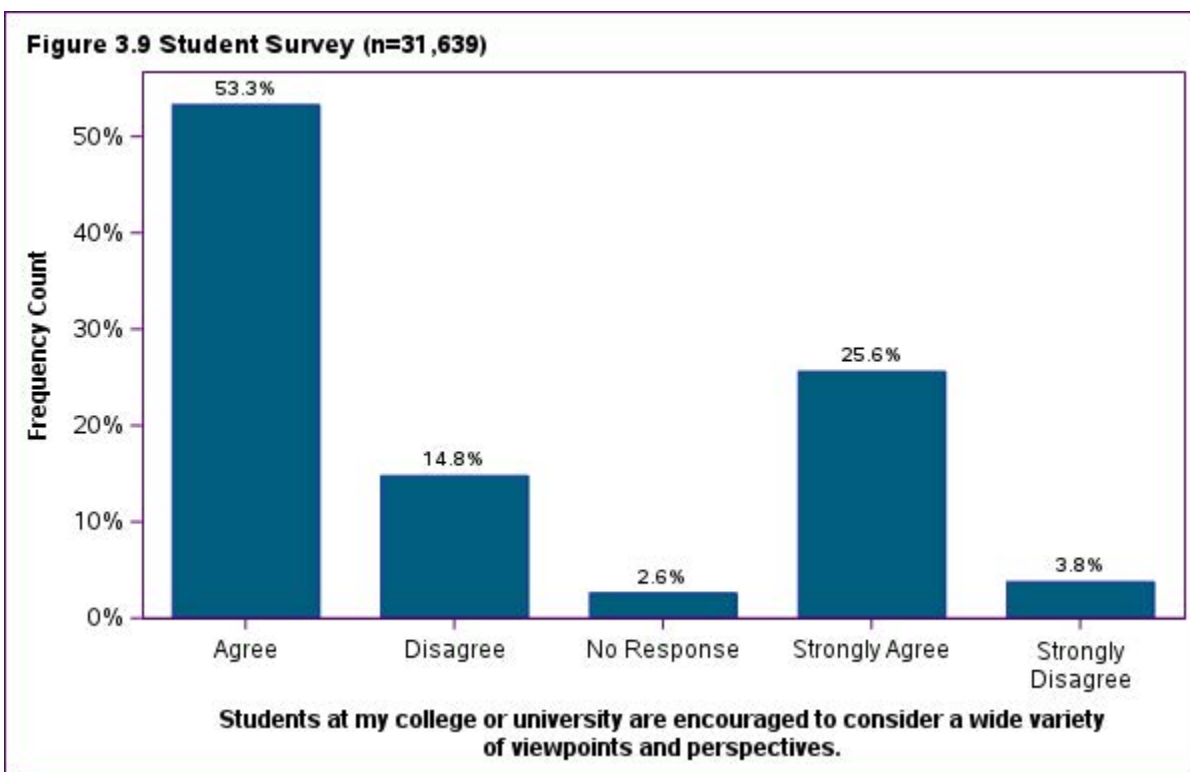
## 2025 Intellectual Freedom Survey For the State University System of Florida



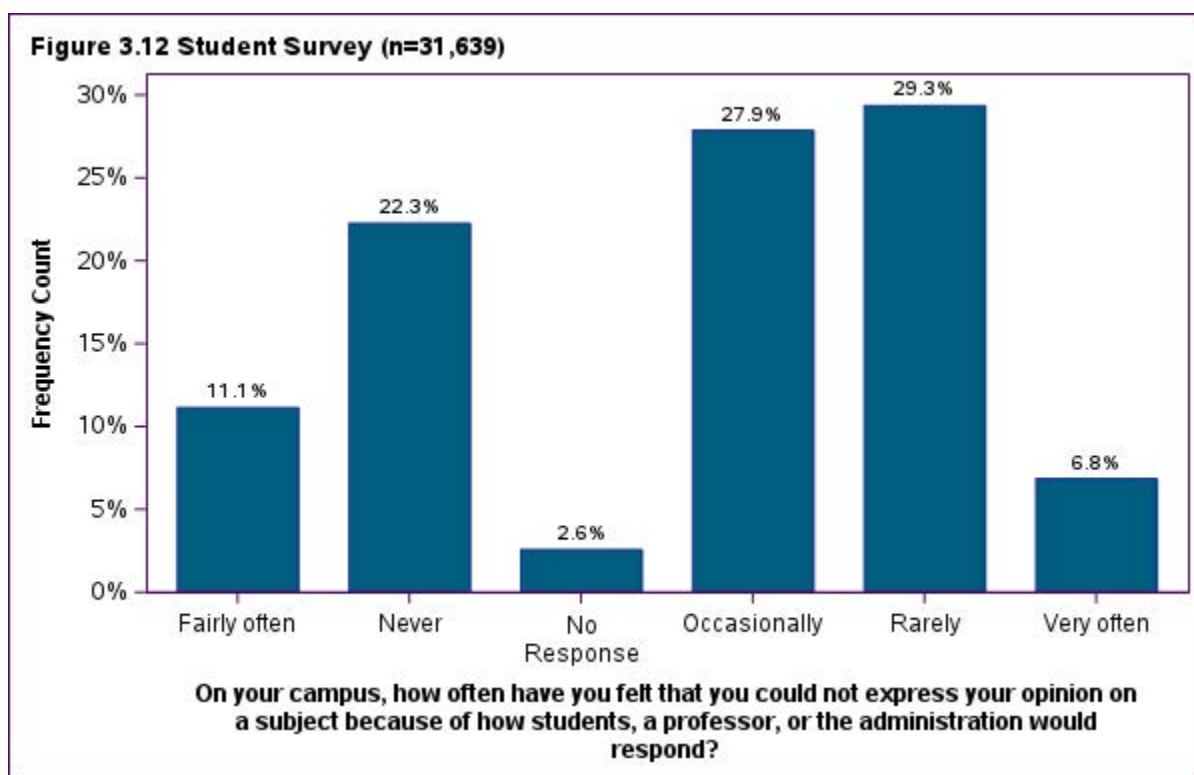
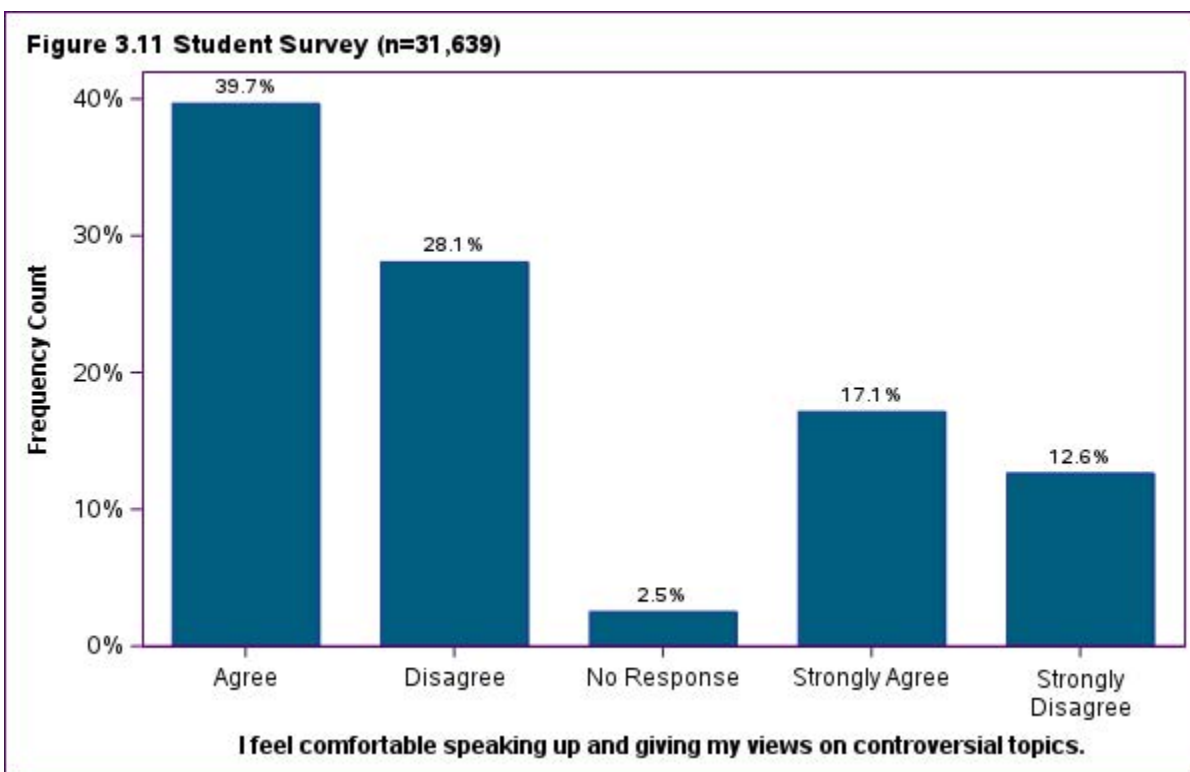
## 2025 Intellectual Freedom Survey For the State University System of Florida



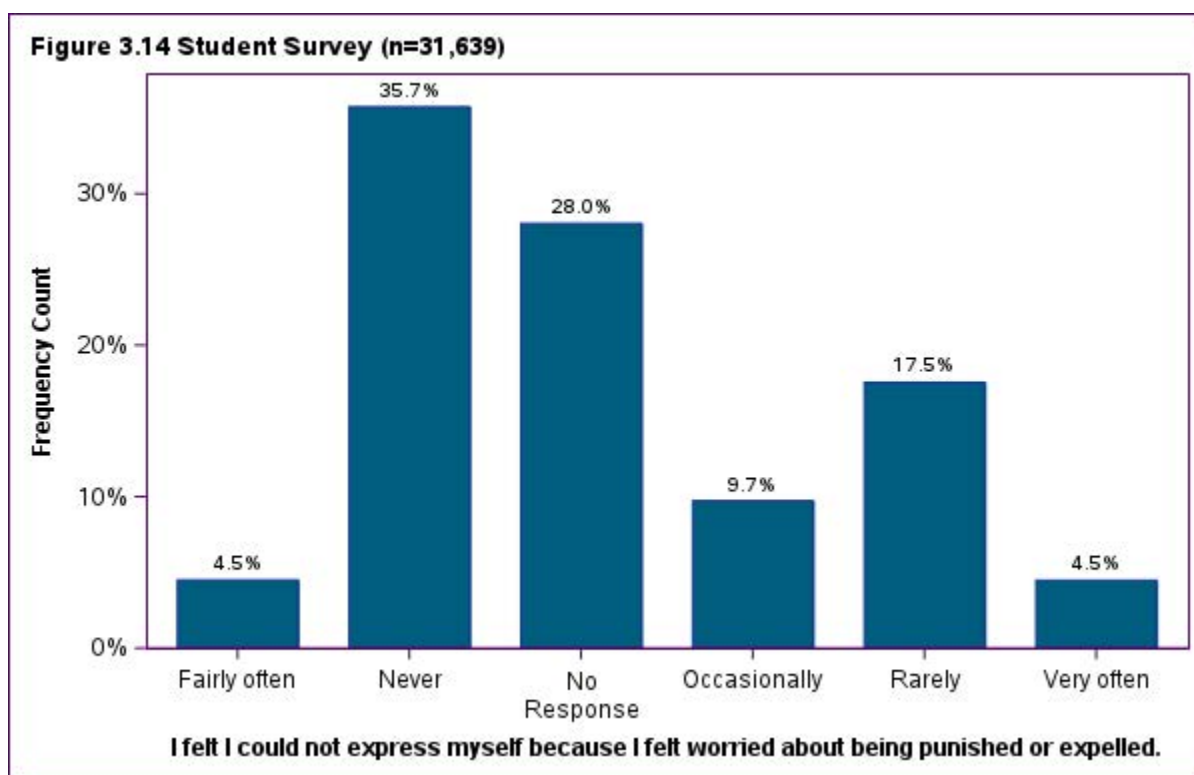
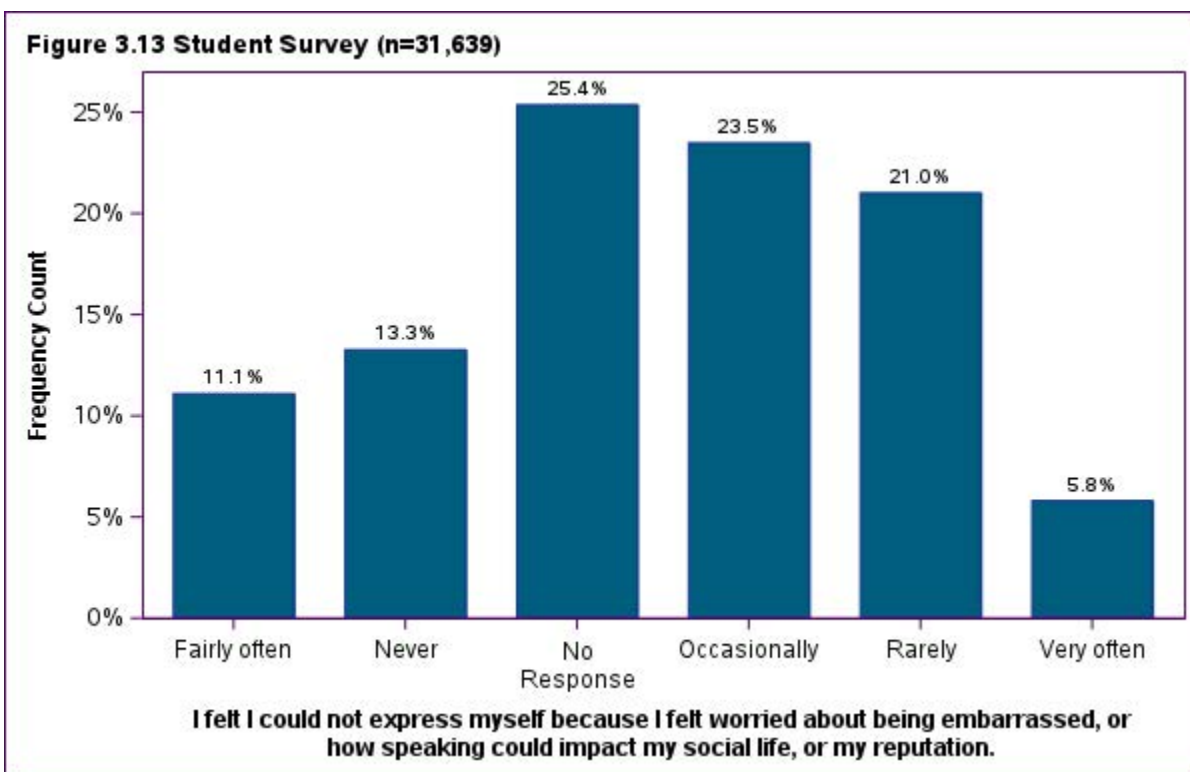
## 2025 Intellectual Freedom Survey For the State University System of Florida



## 2025 Intellectual Freedom Survey For the State University System of Florida

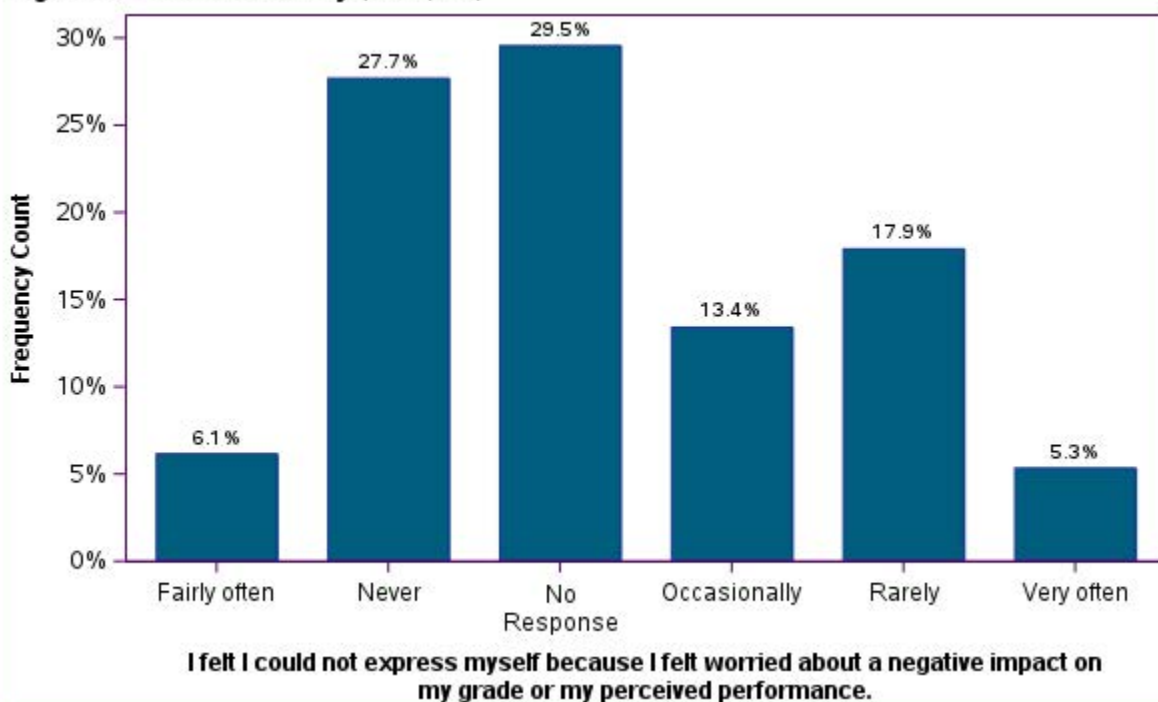


## 2025 Intellectual Freedom Survey For the State University System of Florida

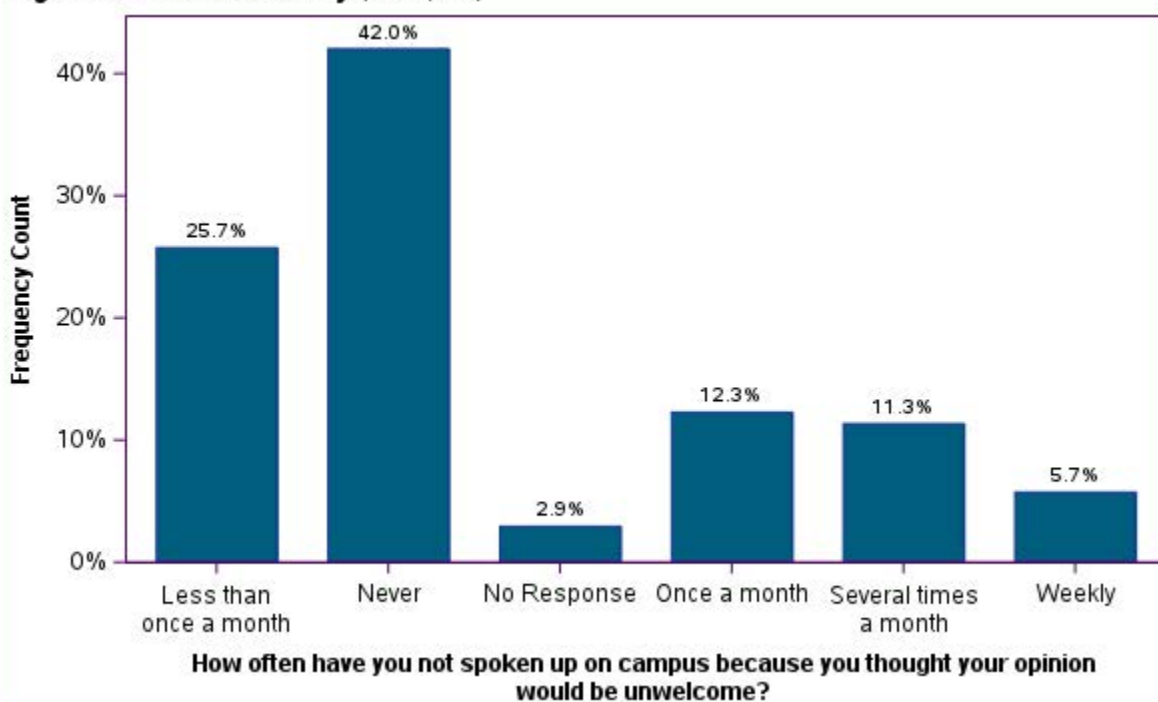


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 3.15 Student Survey (n=31,639)**

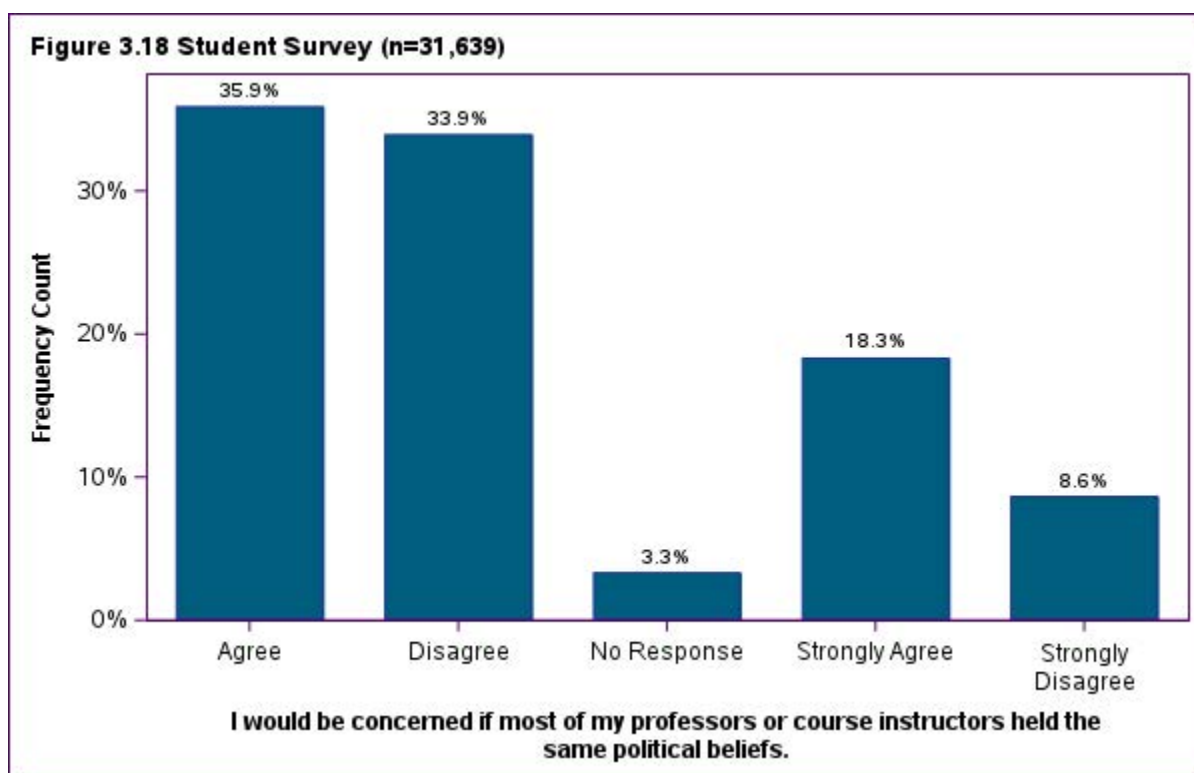
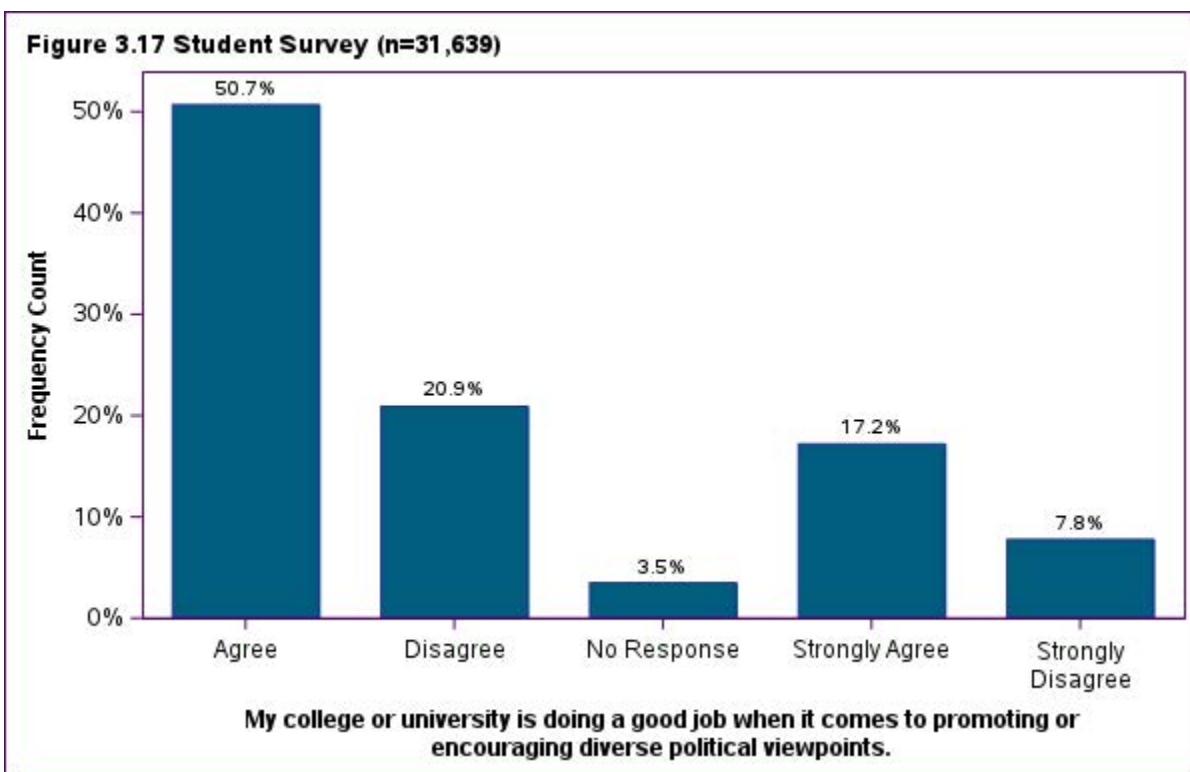


**Figure 3.16 Student Survey (n=31,639)**

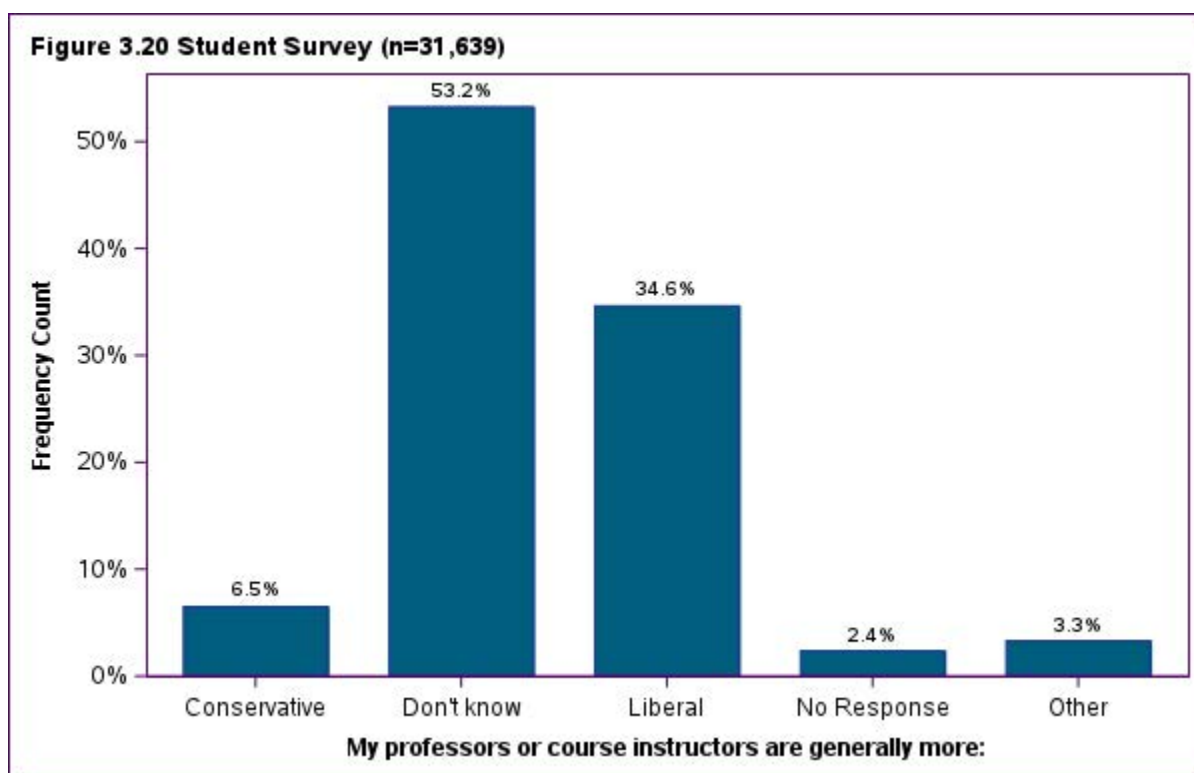
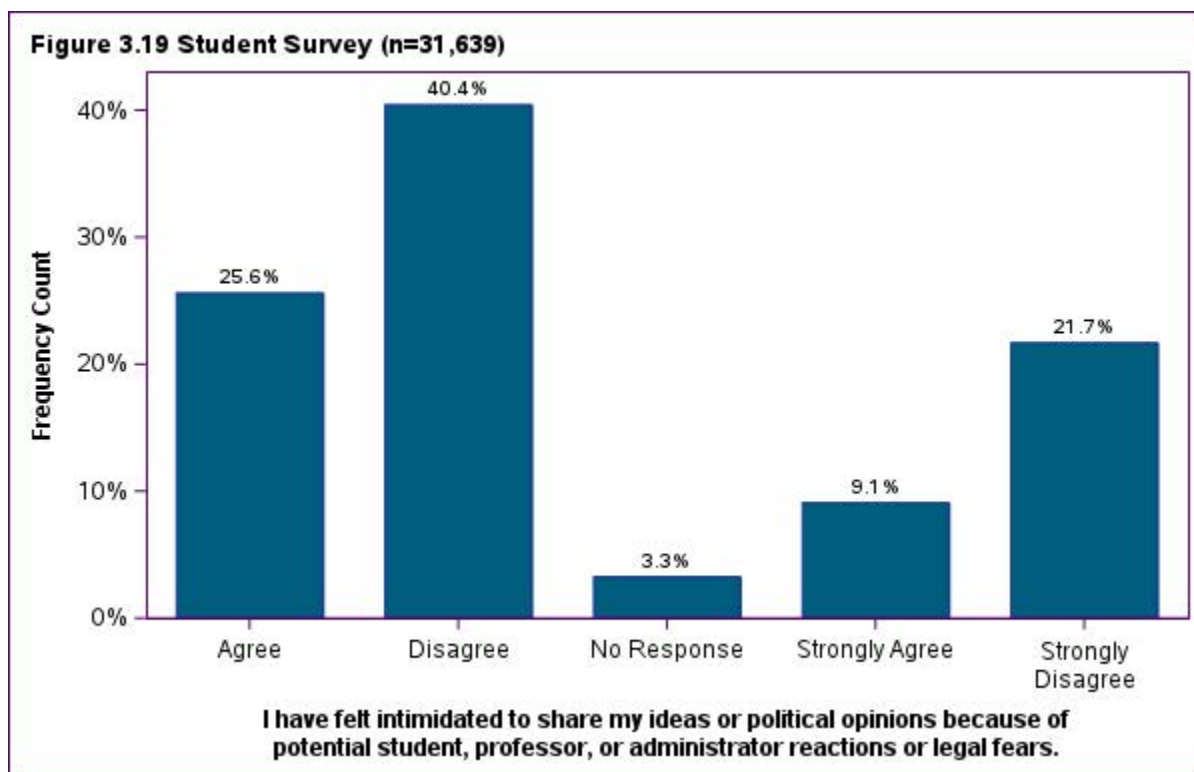




**2025 Intellectual Freedom Survey  
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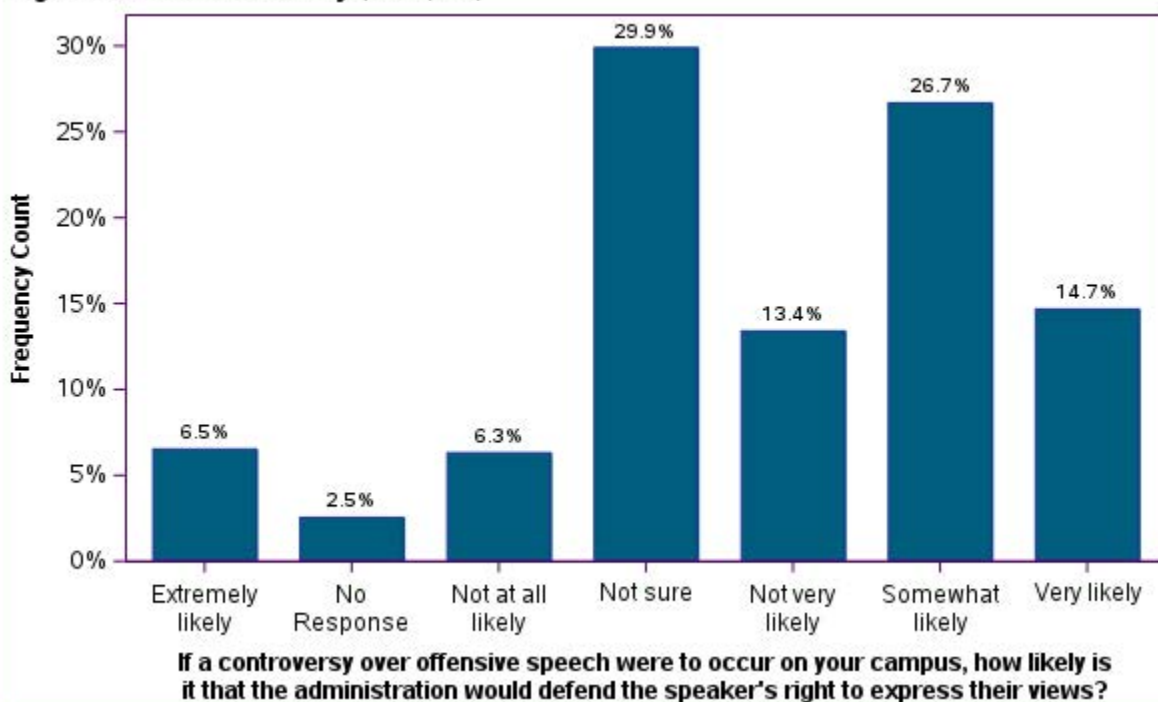


## 2025 Intellectual Freedom Survey For the State University System of Florida

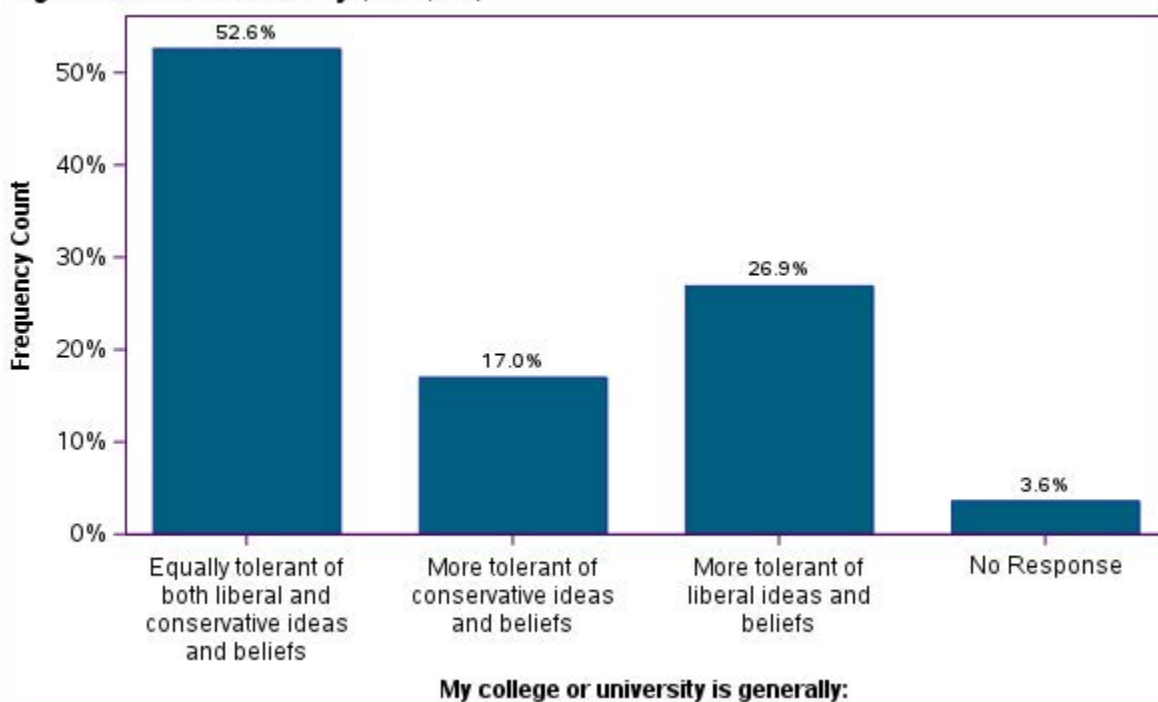


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 3.21 Student Survey (n=31,639)**

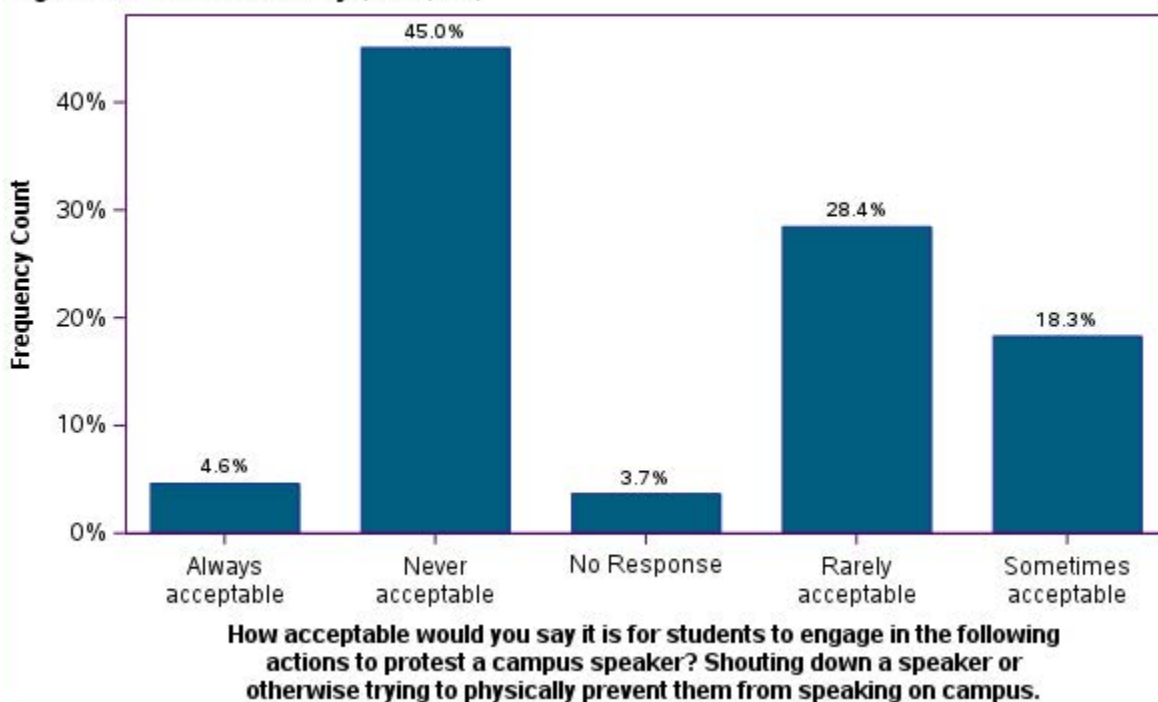


**Figure 3.22 Student Survey (n=31,639)**

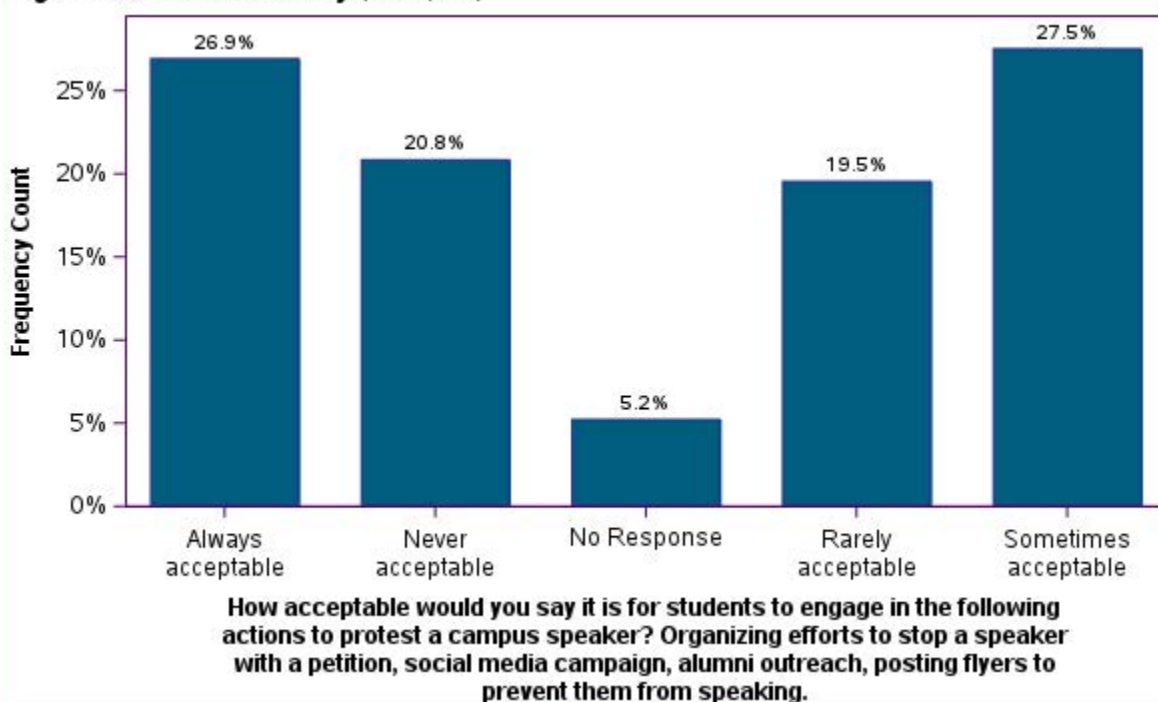


## 2025 Intellectual Freedom Survey For the State University System of Florida

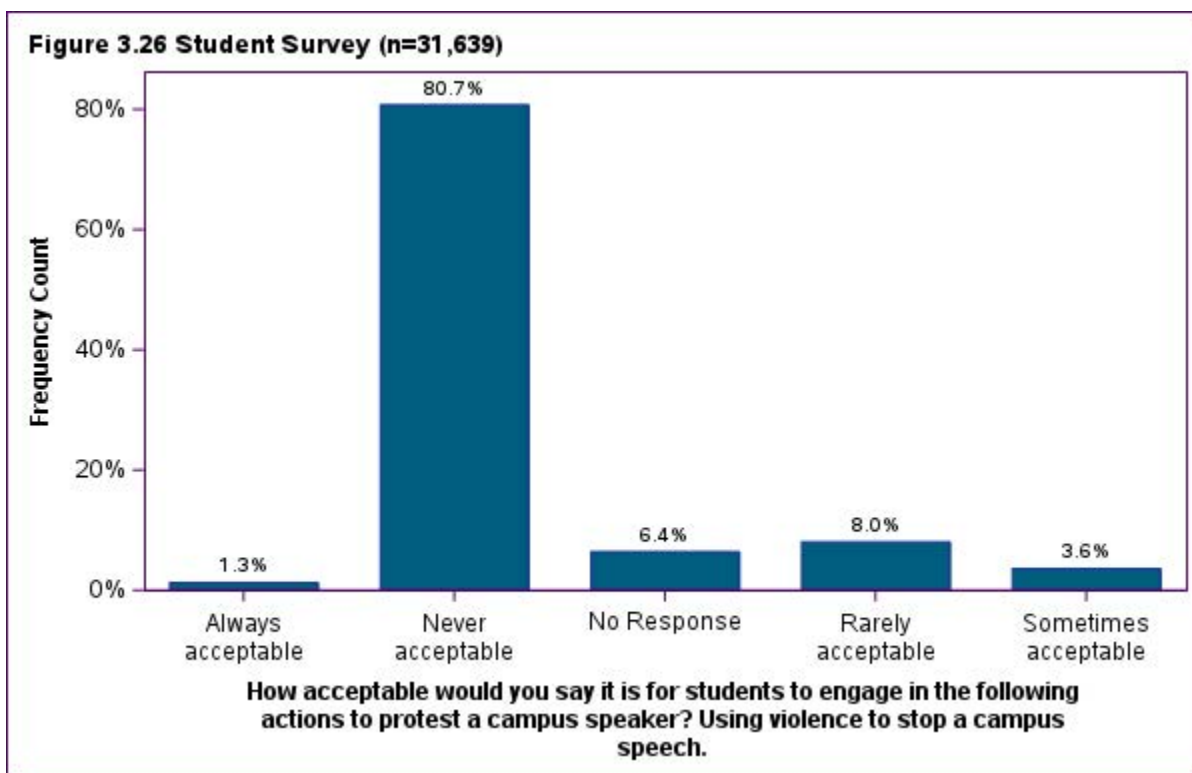
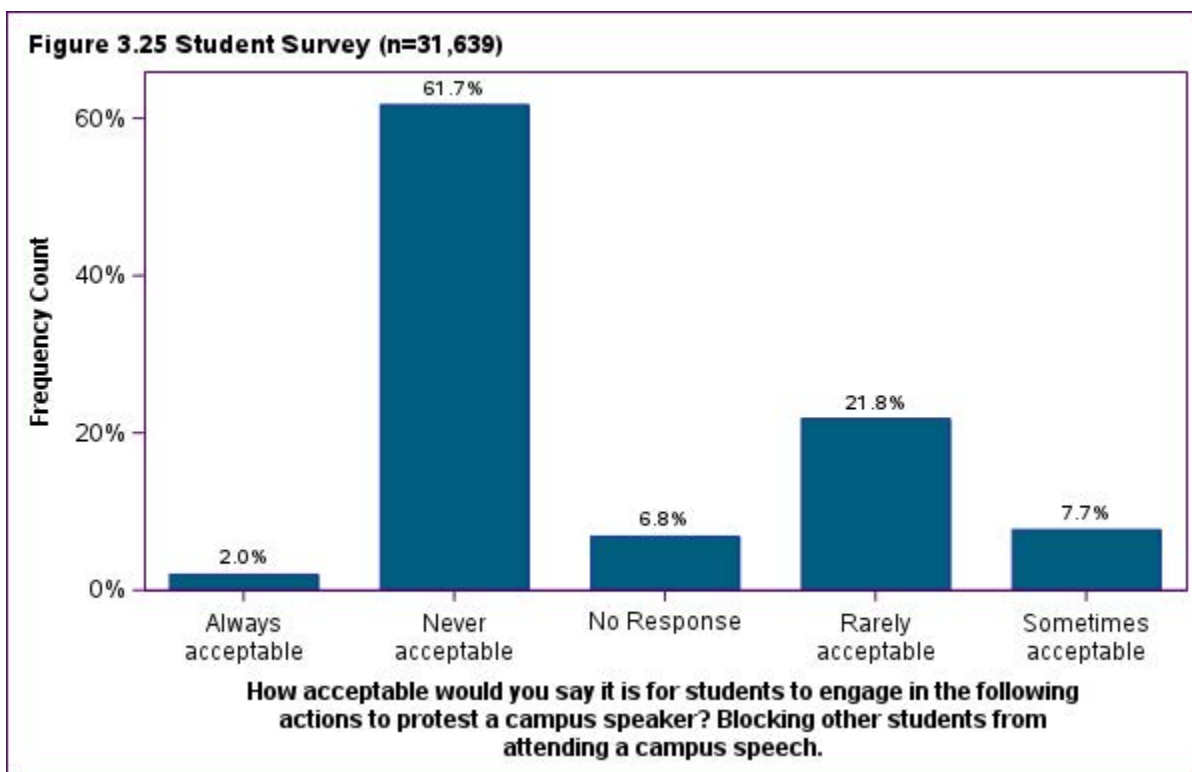
**Figure 3.23 Student Survey (n=31,639)**



**Figure 3.24 Student Survey (n=31,639)**

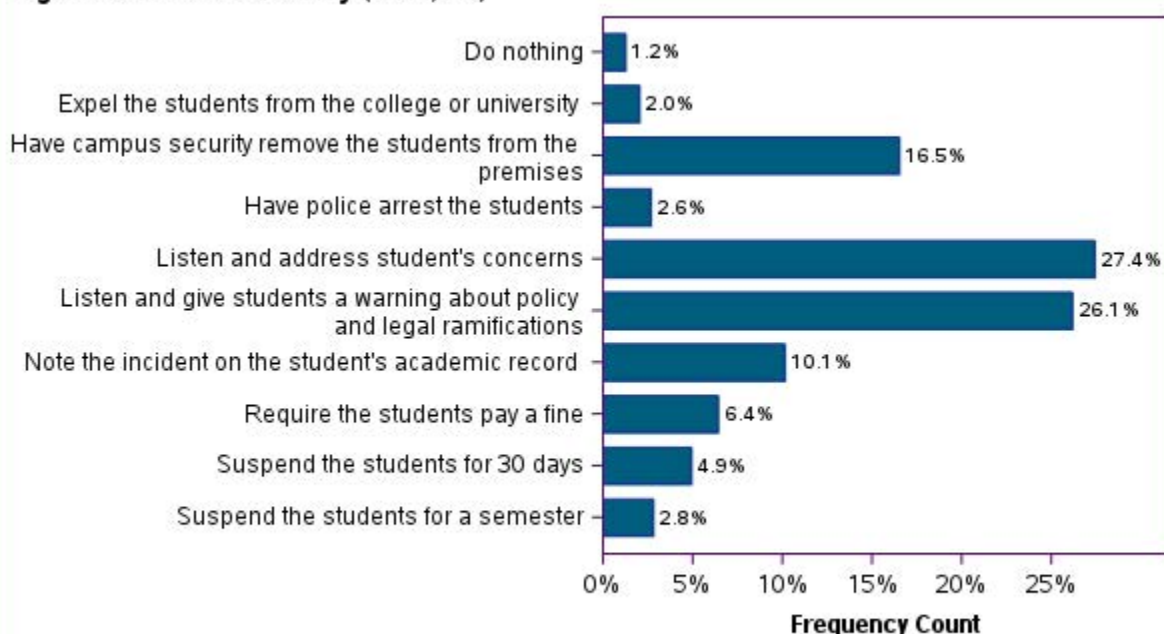


**2025 Intellectual Freedom Survey  
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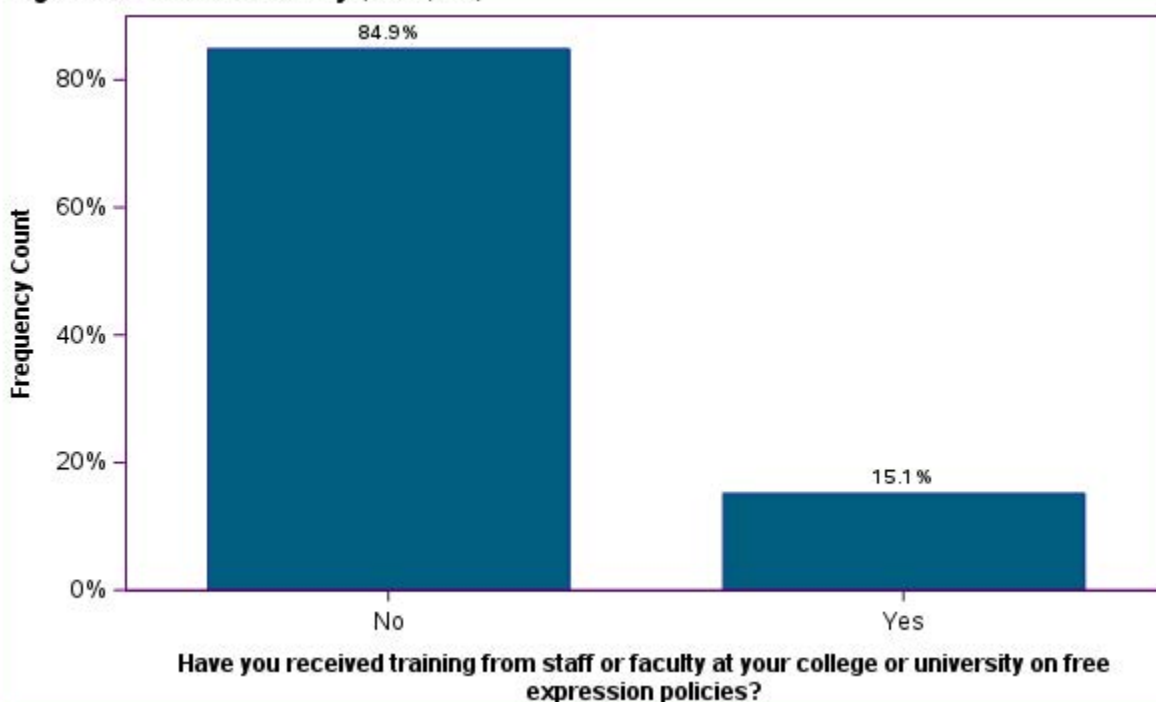
## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 3.27 Student Survey (n=31,639)**

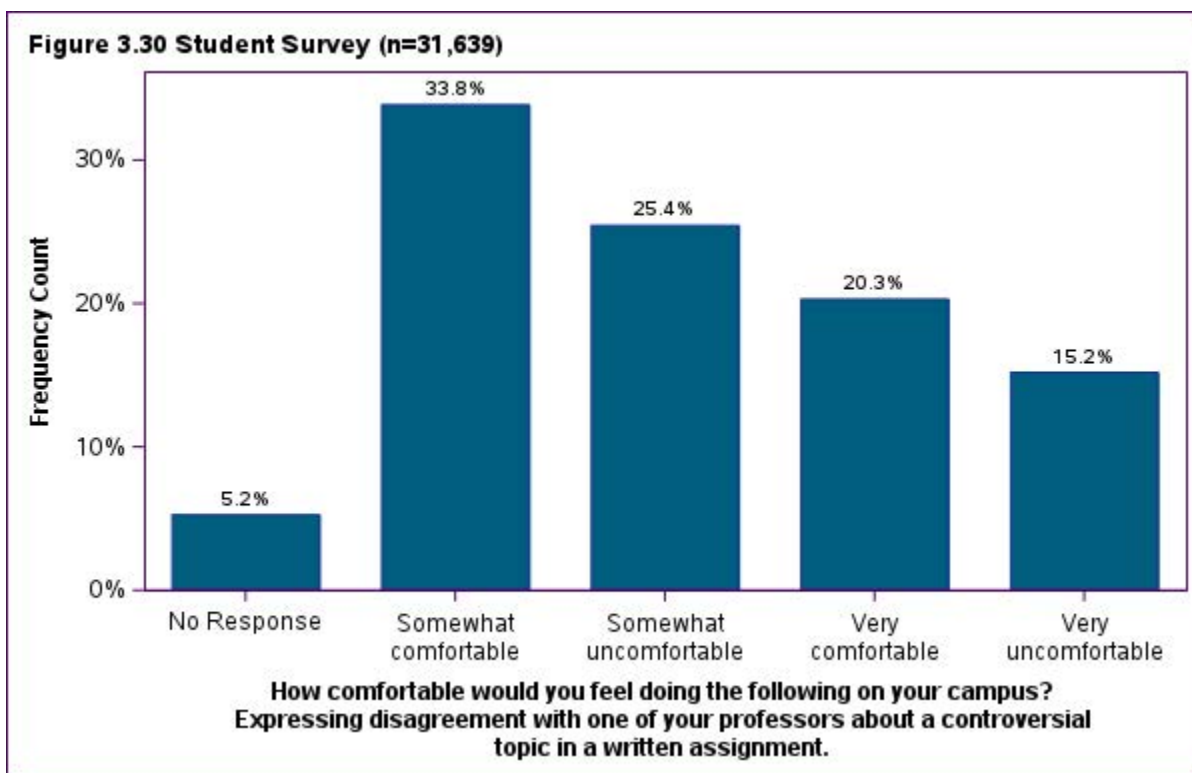
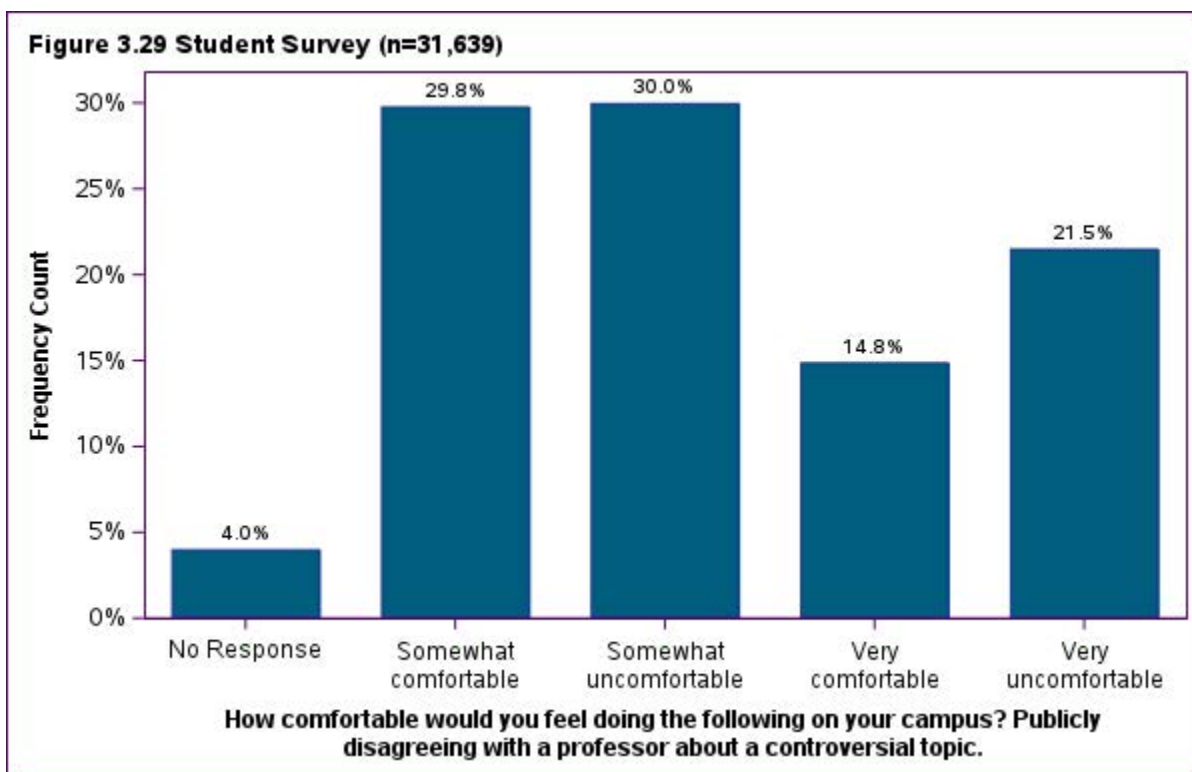


**How should colleges or universities handle students who disrupt invited speakers and prevent them from speaking?**

**Figure 3.28 Student Survey (n=31,639)**

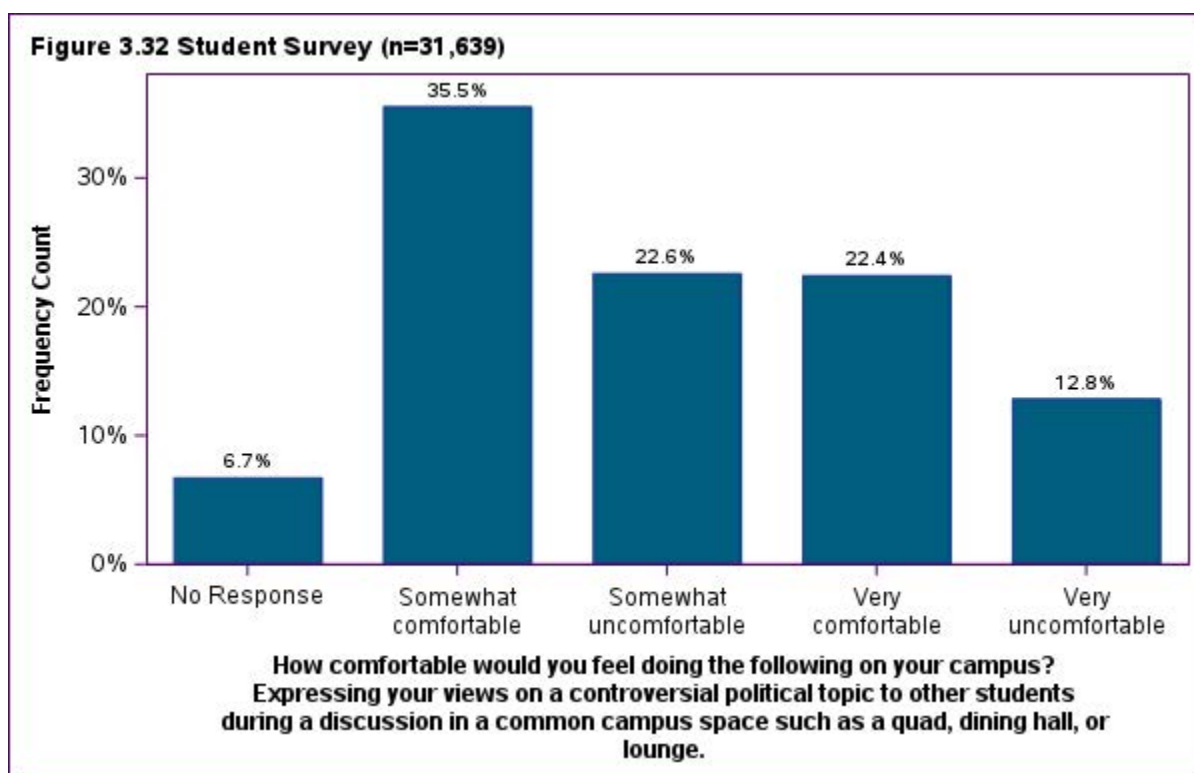
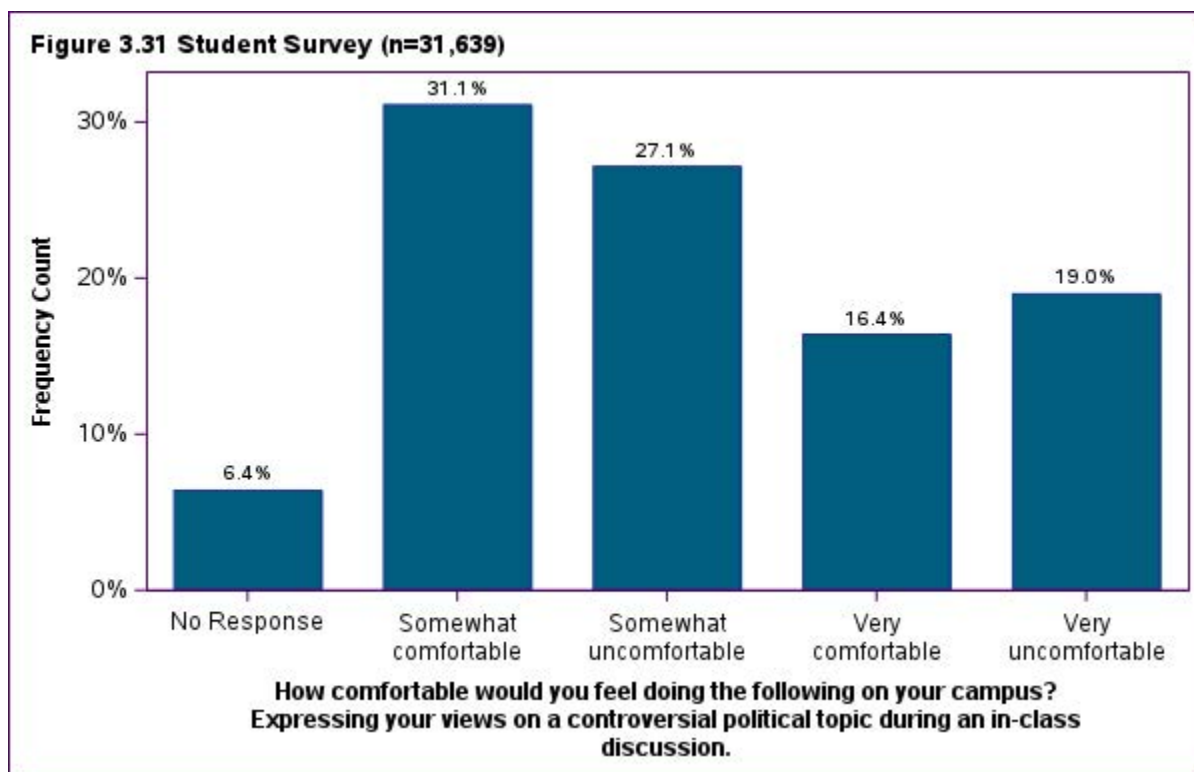


## 2025 Intellectual Freedom Survey For the State University System of Florida



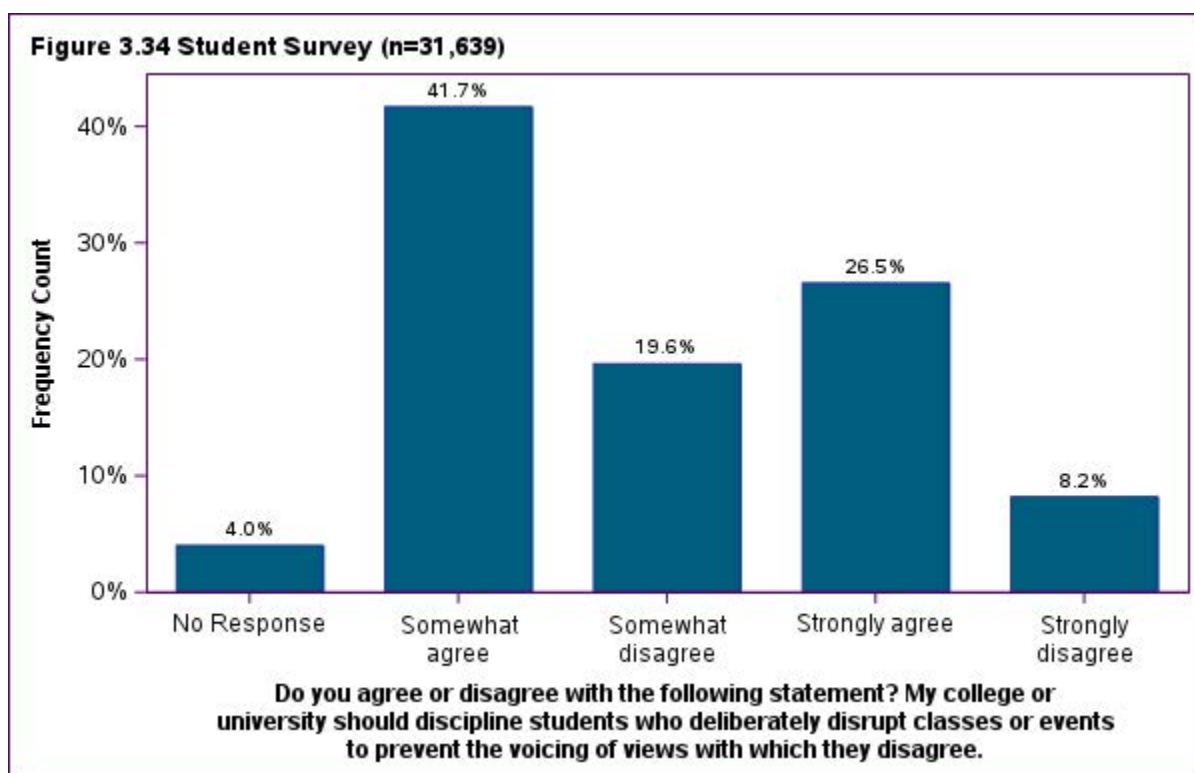
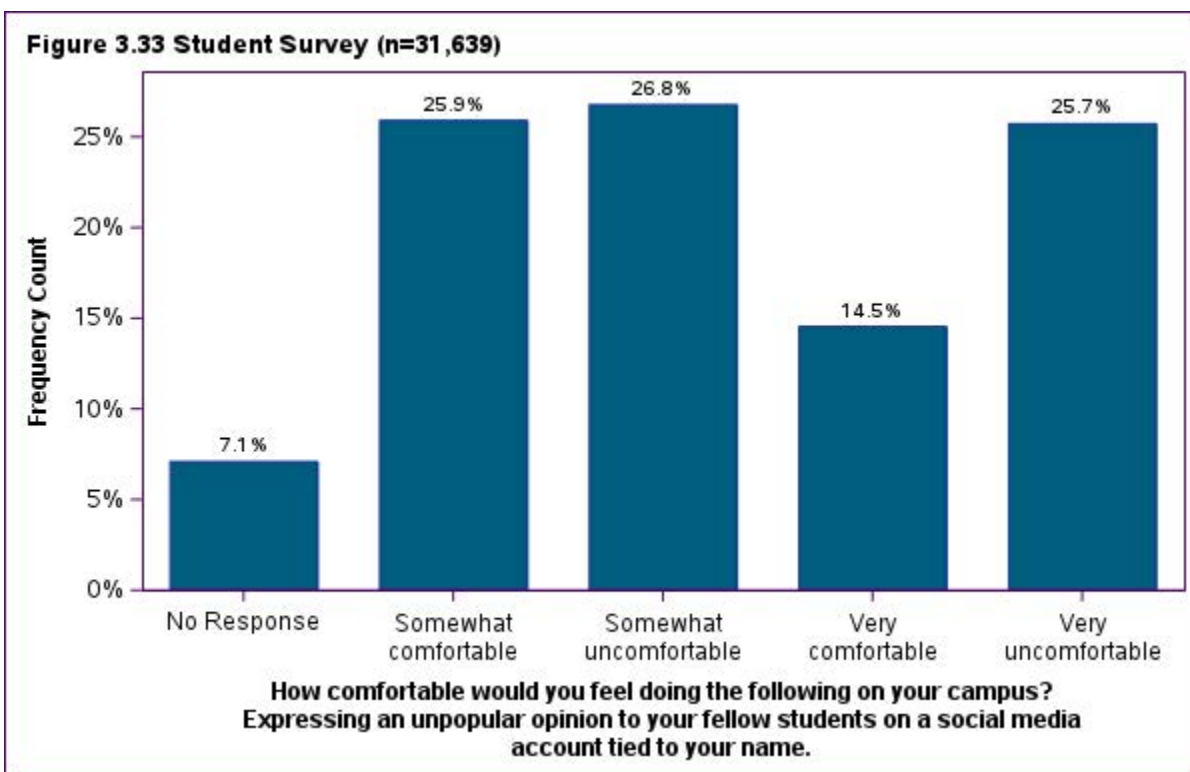


**2025 Intellectual Freedom Survey  
For the State University System of Florida**



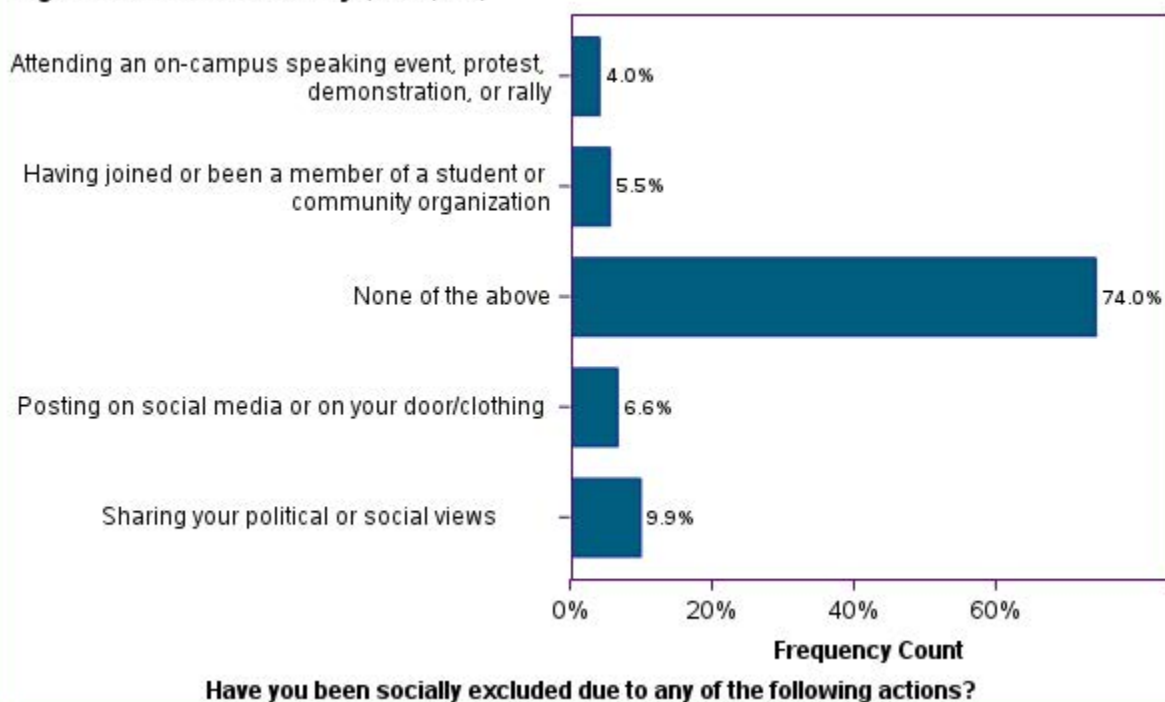


## 2025 Intellectual Freedom Survey For the State University System of Florida

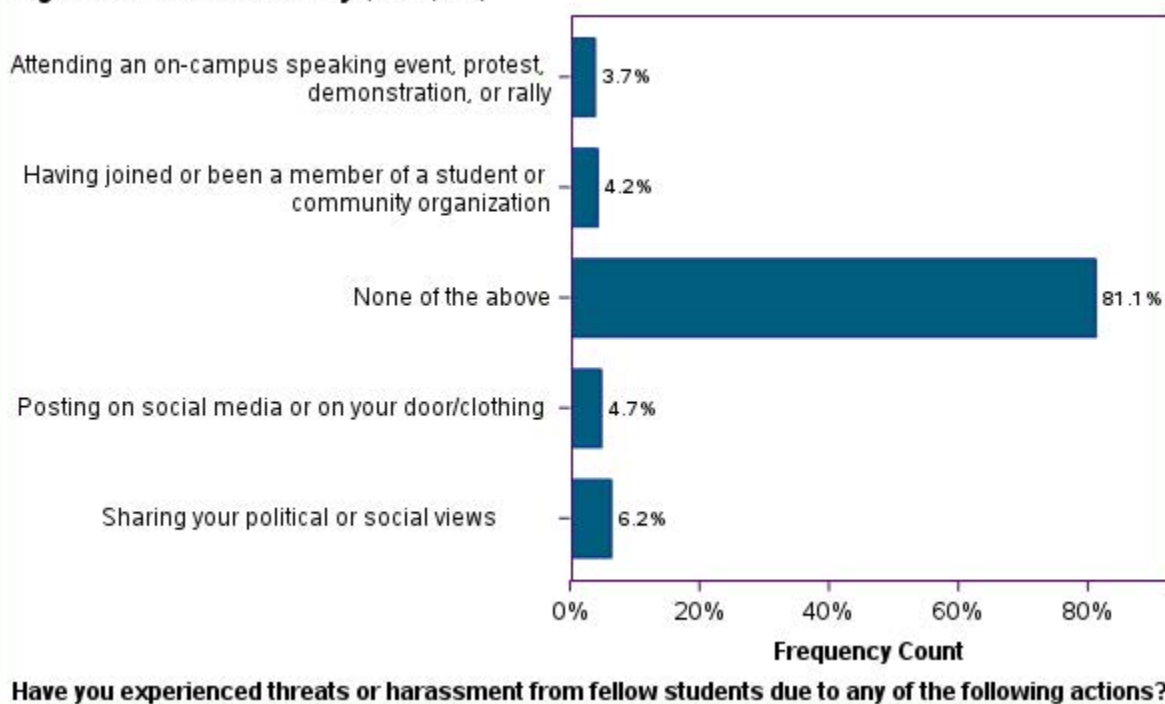


## 2025 Intellectual Freedom Survey For the State University System of Florida

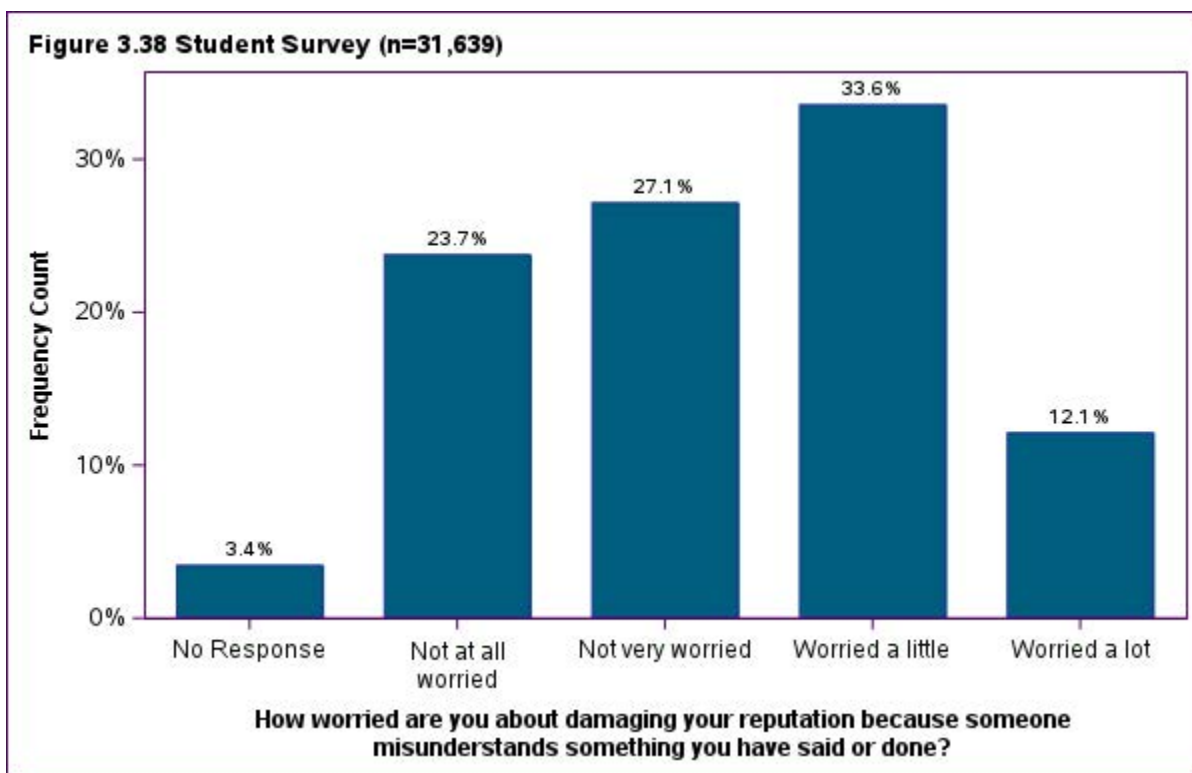
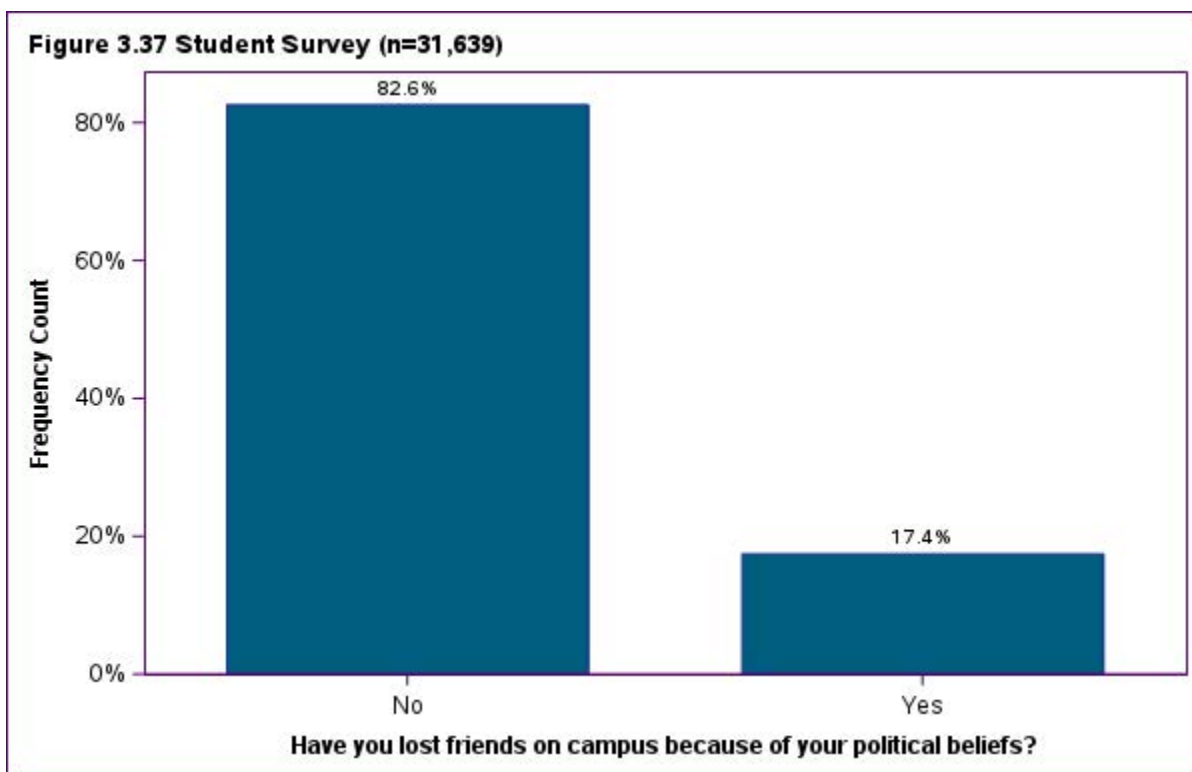
**Figure 3.35 Student Survey (n=31,639)**



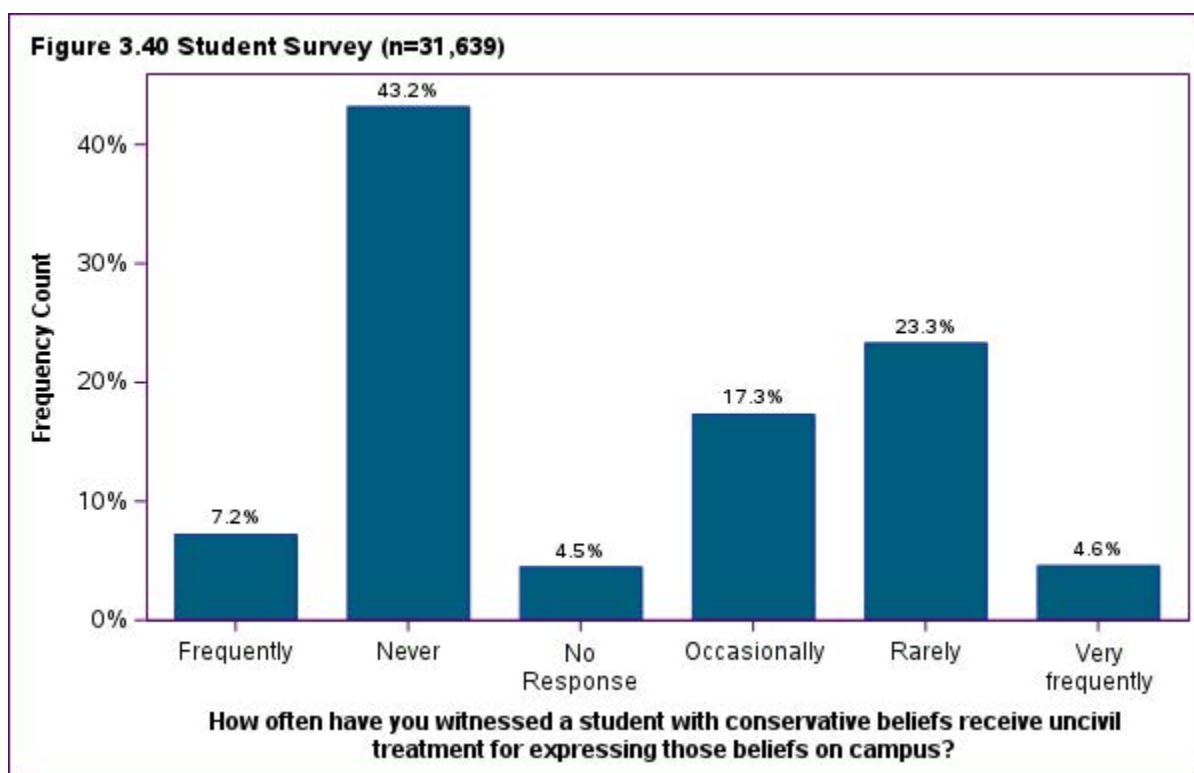
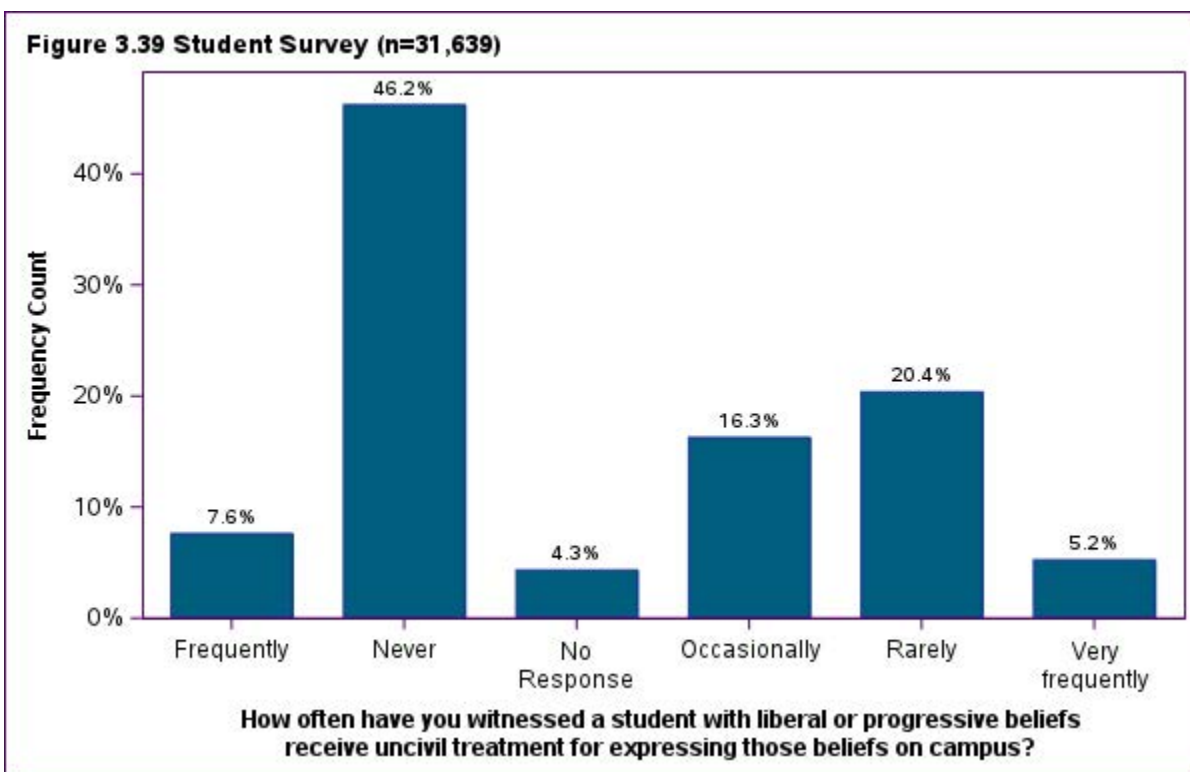
**Figure 3.36 Student Survey (n=31,639)**



**2025 Intellectual Freedom Survey  
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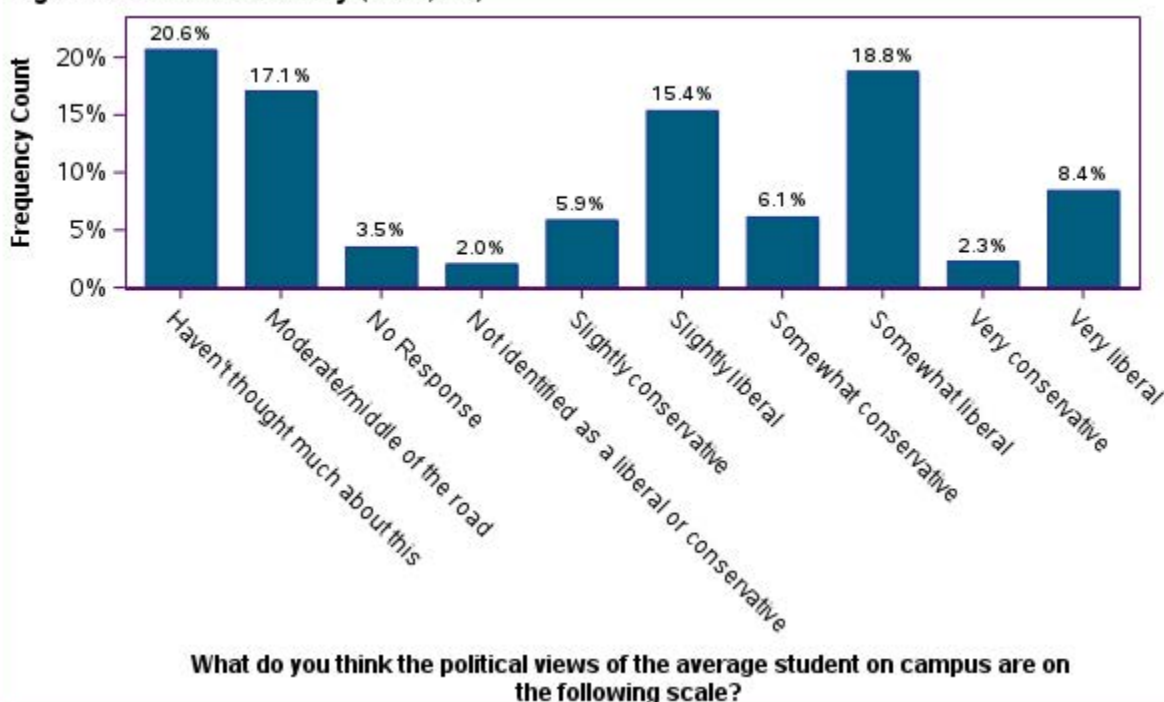


## 2025 Intellectual Freedom Survey For the State University System of Florida

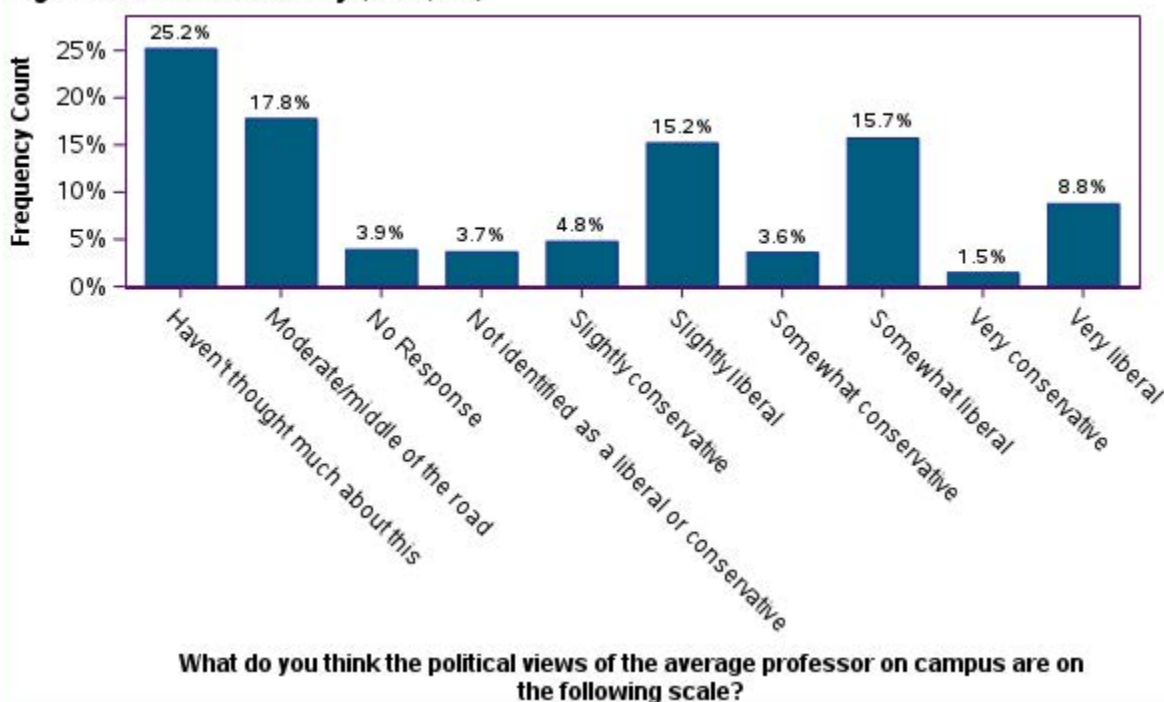


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 3.41 Student Survey (n=31,639)**

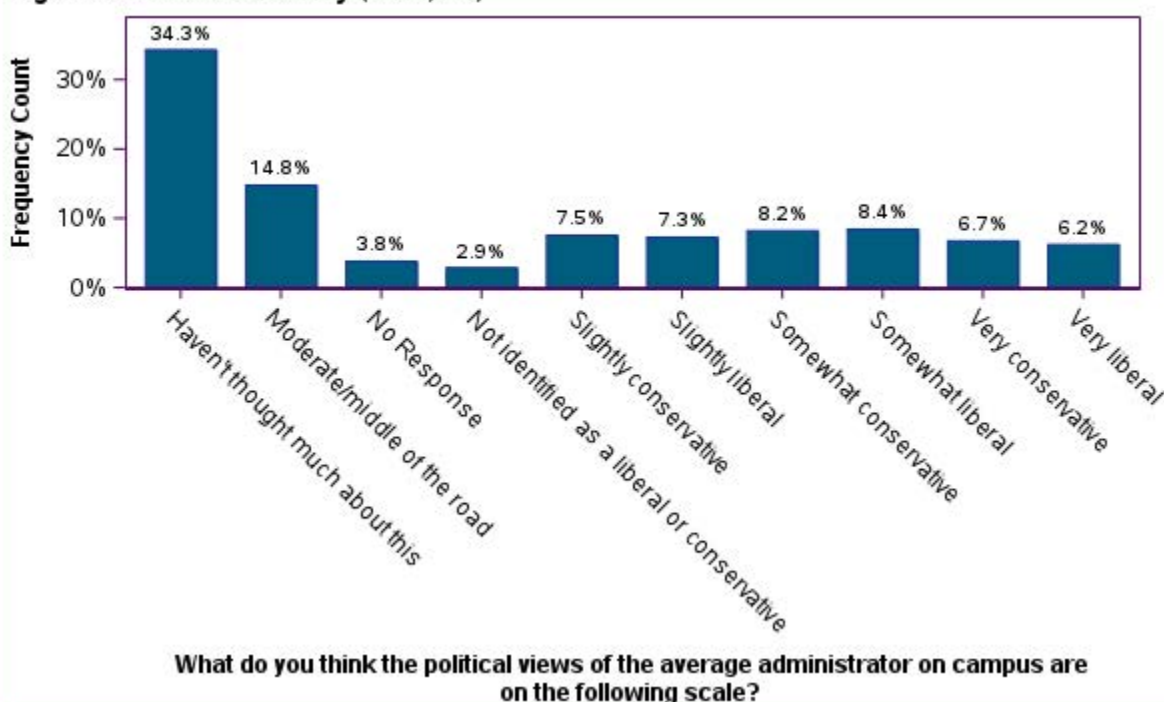


**Figure 3.42 Student Survey (n=31,639)**

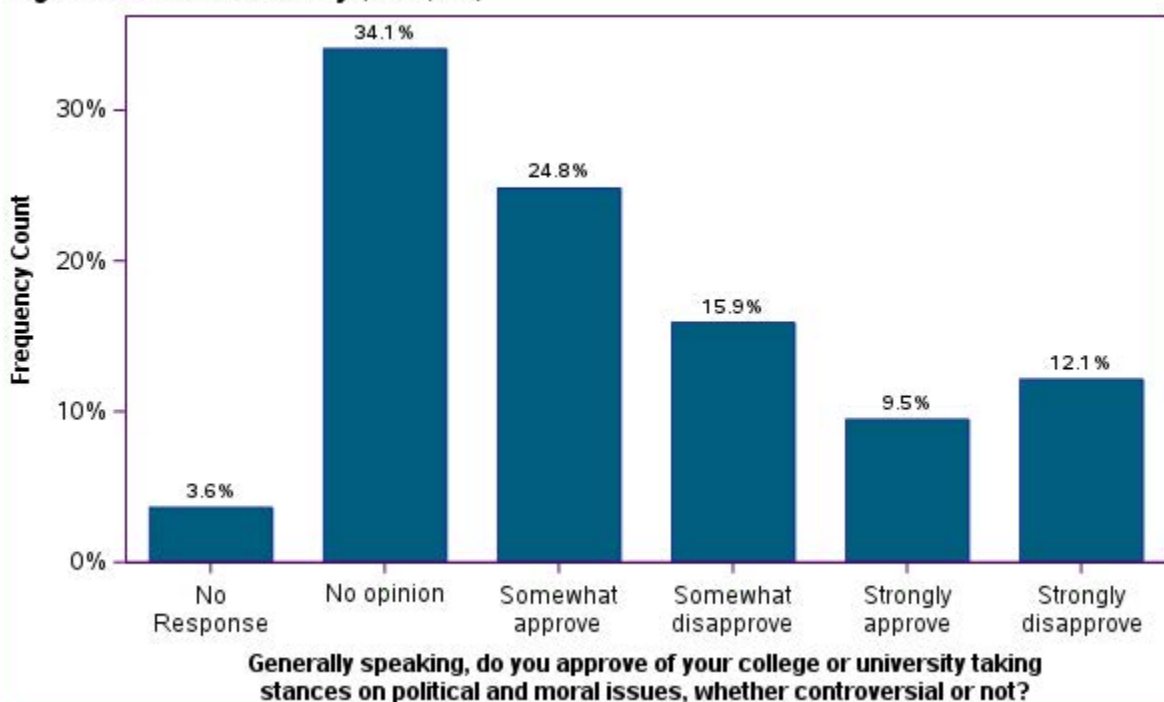


## 2025 Intellectual Freedom Survey For the State University System of Florida

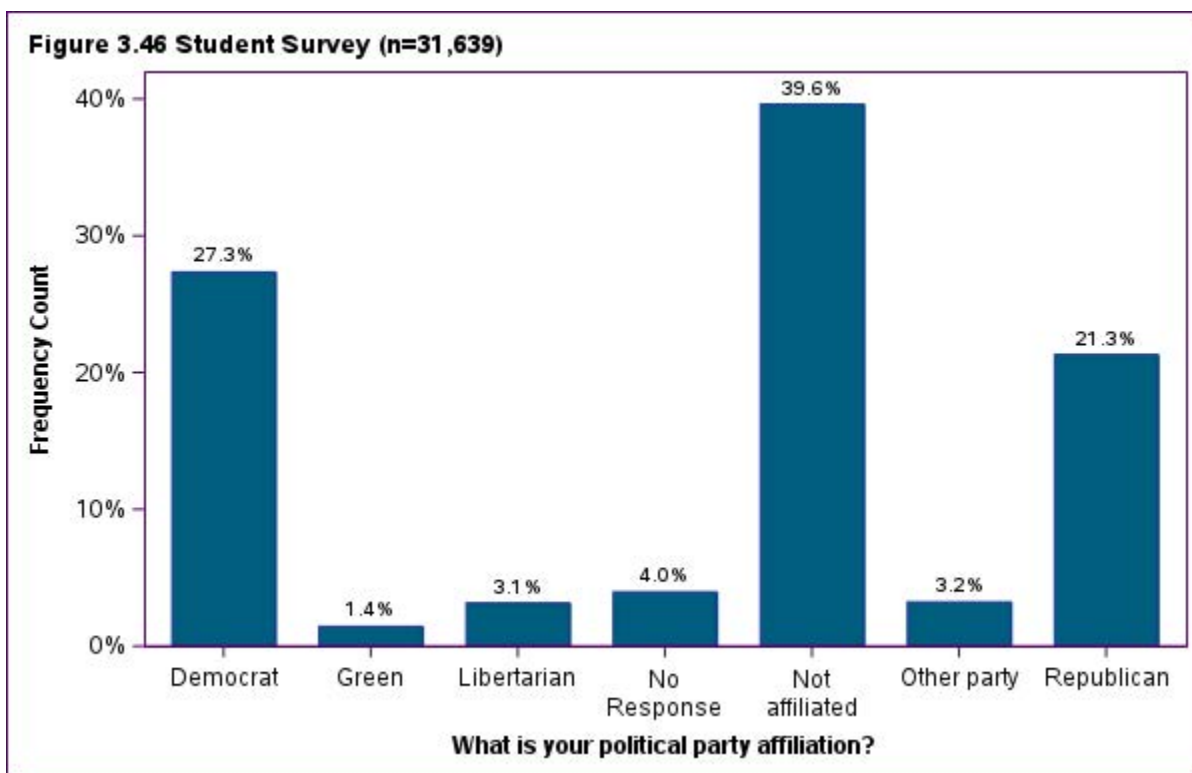
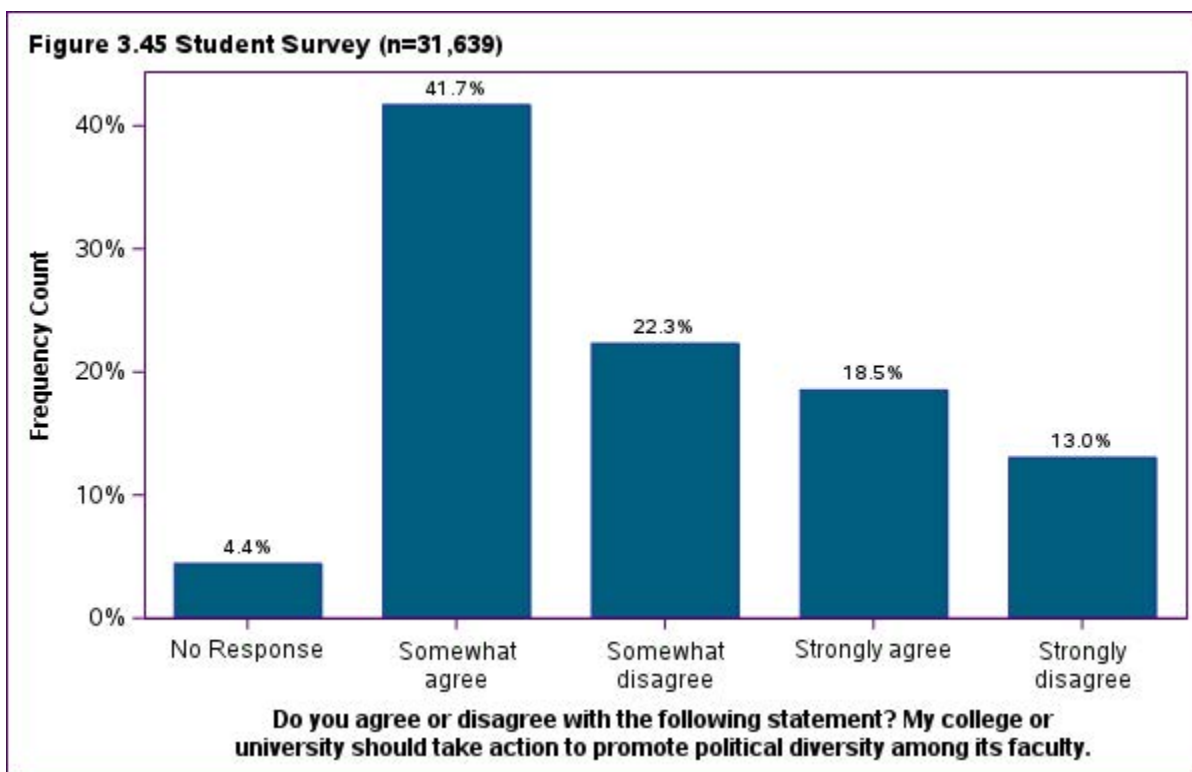
**Figure 3.43 Student Survey (n=31,639)**



**Figure 3.44 Student Survey (n=31,639)**



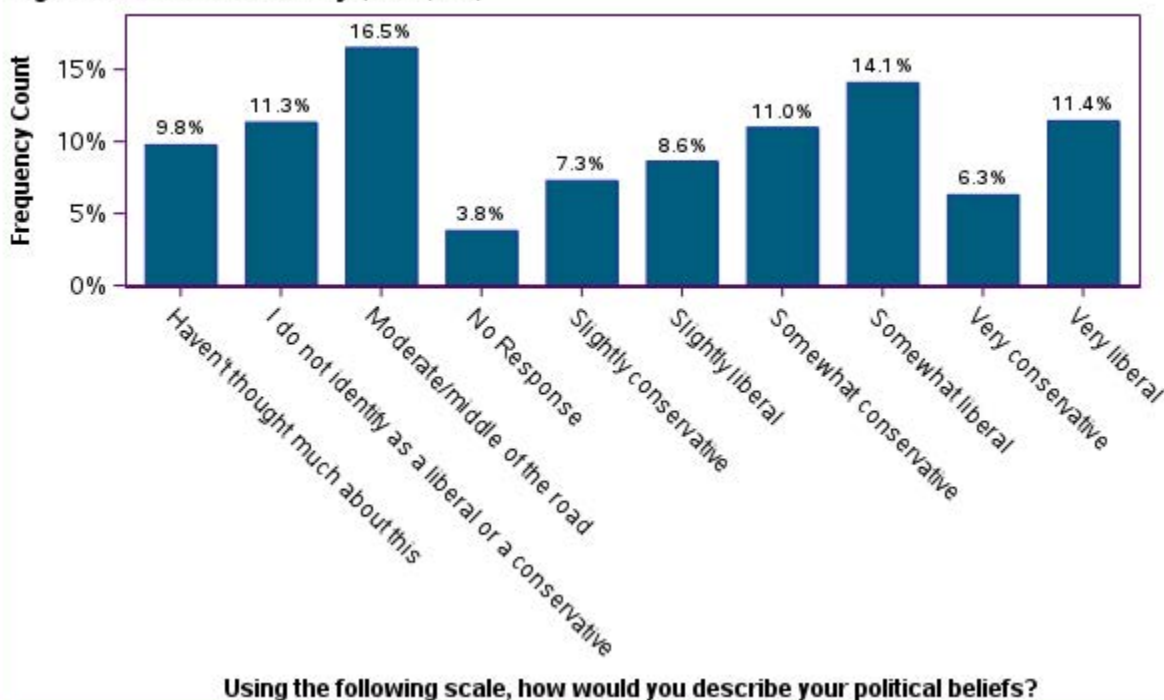
**2025 Intellectual Freedom Survey  
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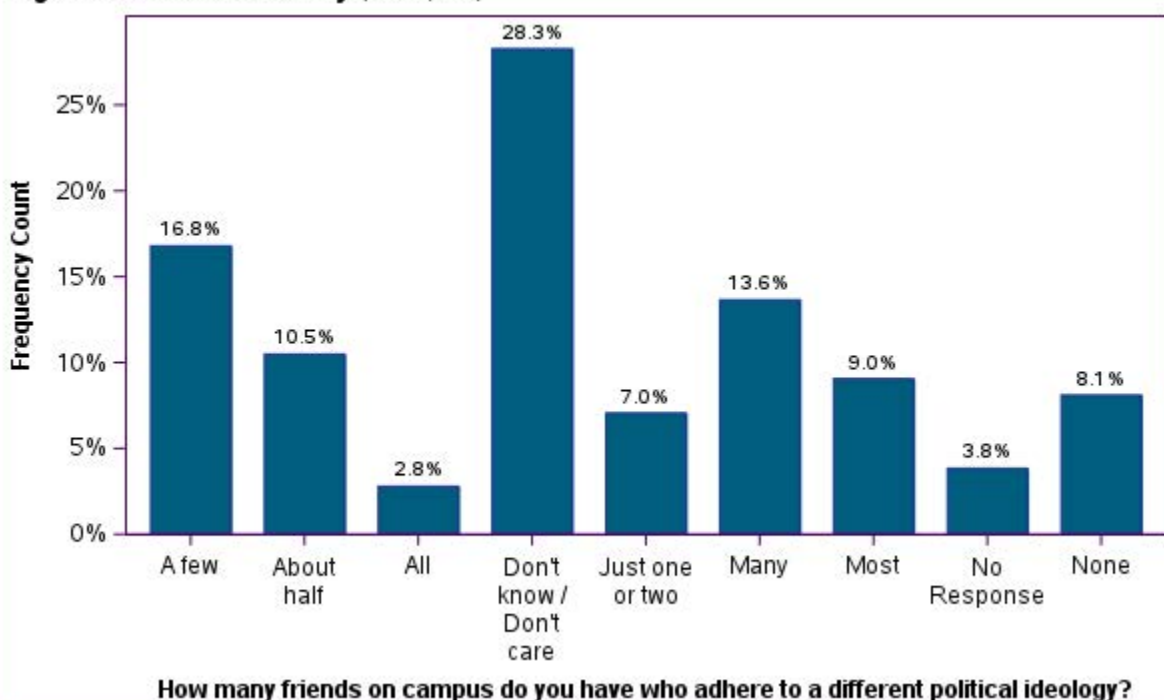


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 3.47 Student Survey (n=31,639)**



**Figure 3.48 Student Survey (n=31,639)**





## Section 4. Employee Survey Responses

### Section 4.1. Employee Response Rates by Institution

All institutions used email to disseminate the survey to their employees. Surveys were distributed to 112,002 employees. Of those, 15,354 responded, representing a total response rate of 13.71%. The range of institutional response rates varied from 10.64% to 22.35%.

This report only uses **complete** surveys to present information related to responses. For a comprehensive overview of each university's response rate, refer to **Table 4**.

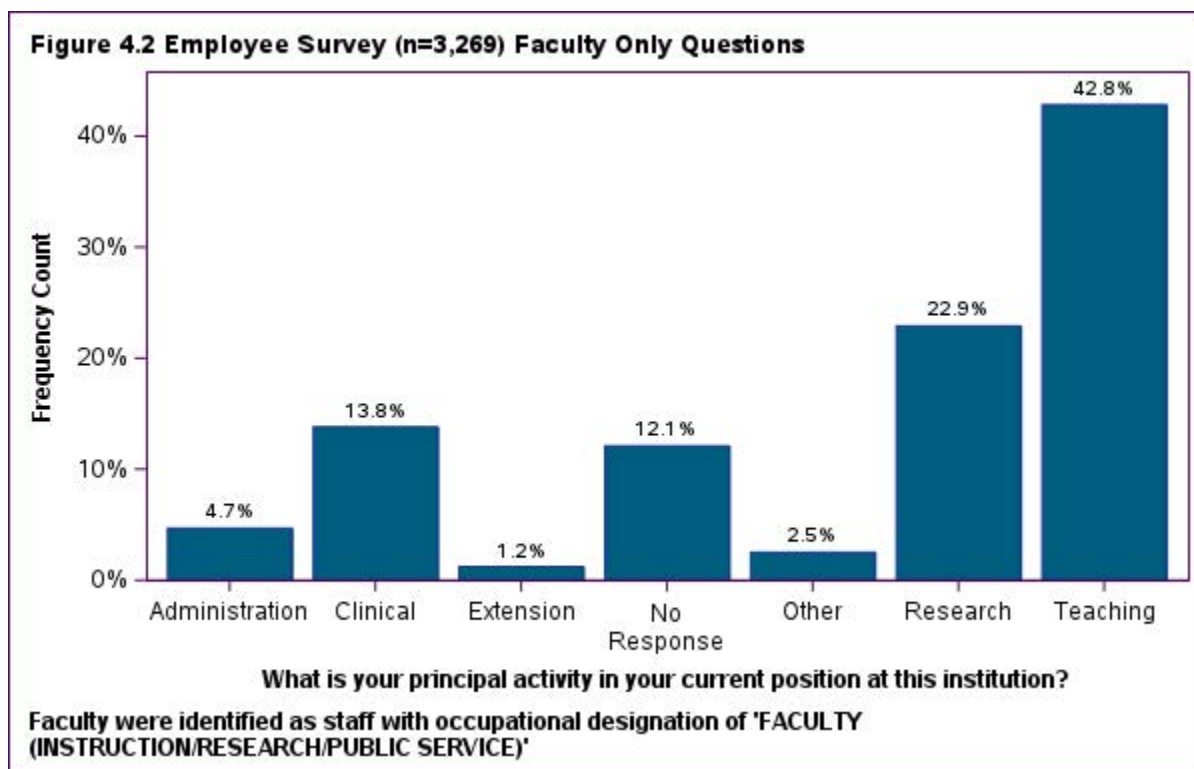
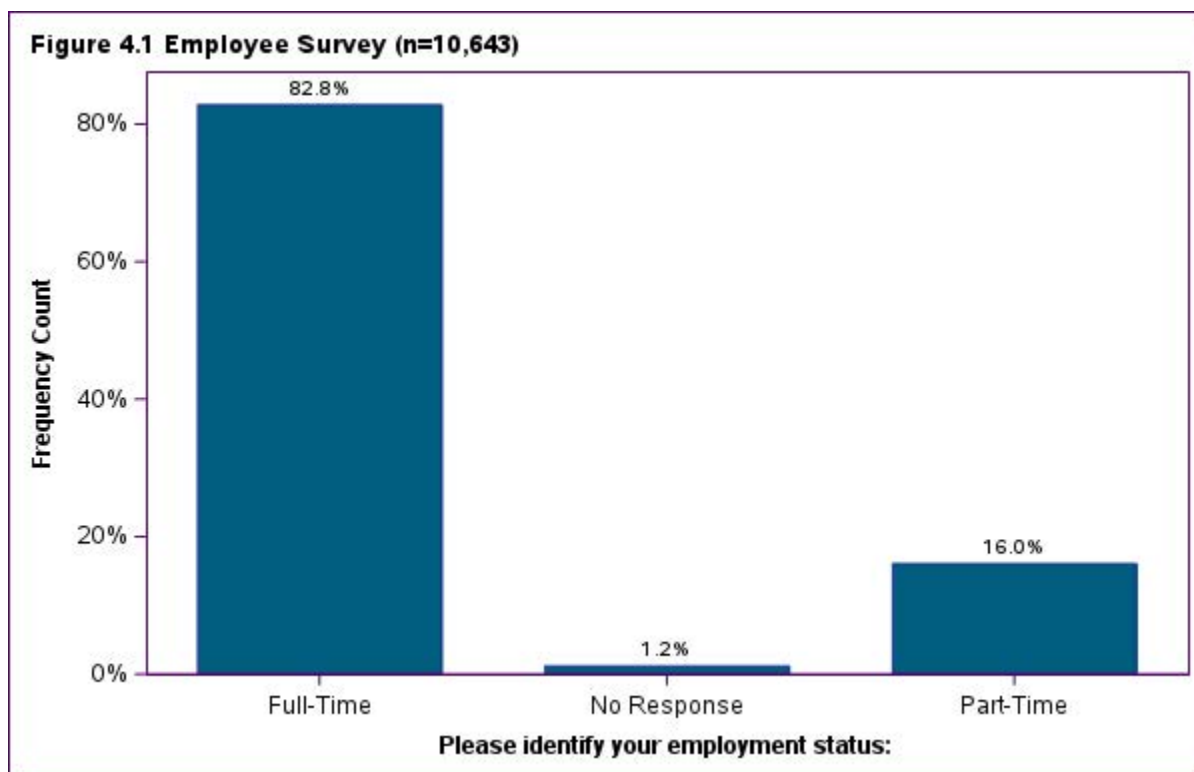
**Table 4: Employee Response Rates by Institution**

| University Employee Survey | Invited | Complete | % of Completed Surveys | Partial | % of Partial Surveys | Total  |
|----------------------------|---------|----------|------------------------|---------|----------------------|--------|
| FAMU                       | 3,403   | 223      | 6.6%                   | 139     | 4.1%                 | 362    |
| FAU                        | 6,324   | 525      | 8.3%                   | 262     | 4.1%                 | 787    |
| FGCU                       | 3,683   | 458      | 12.4%                  | 141     | 3.8%                 | 599    |
| FIU                        | 10,579  | 853      | 8.1%                   | 418     | 4.0%                 | 1,271  |
| FPU                        | 613     | 101      | 16.5%                  | 36      | 5.9%                 | 137    |
| FSU                        | 16,148  | 1,494    | 9.3%                   | 665     | 4.1%                 | 2,159  |
| NCF                        | 693     | 96       | 13.9%                  | 37      | 5.3%                 | 133    |
| UCF                        | 13,324  | 1,141    | 8.6%                   | 533     | 4.0%                 | 1,674  |
| UF                         | 33,461  | 3,256    | 9.7%                   | 1,432   | 4.3%                 | 4,688  |
| UNF                        | 4,760   | 435      | 9.1%                   | 152     | 3.2%                 | 587    |
| USF                        | 16,000  | 1,603    | 10.0%                  | 755     | 4.7%                 | 2,358  |
| UWF                        | 3,014   | 458      | 15.2%                  | 141     | 4.7%                 | 599    |
| Total                      | 112,002 | 10,643   | 9.5%                   | 4,711   | 4.2%                 | 15,354 |

**2025 Intellectual Freedom Survey  
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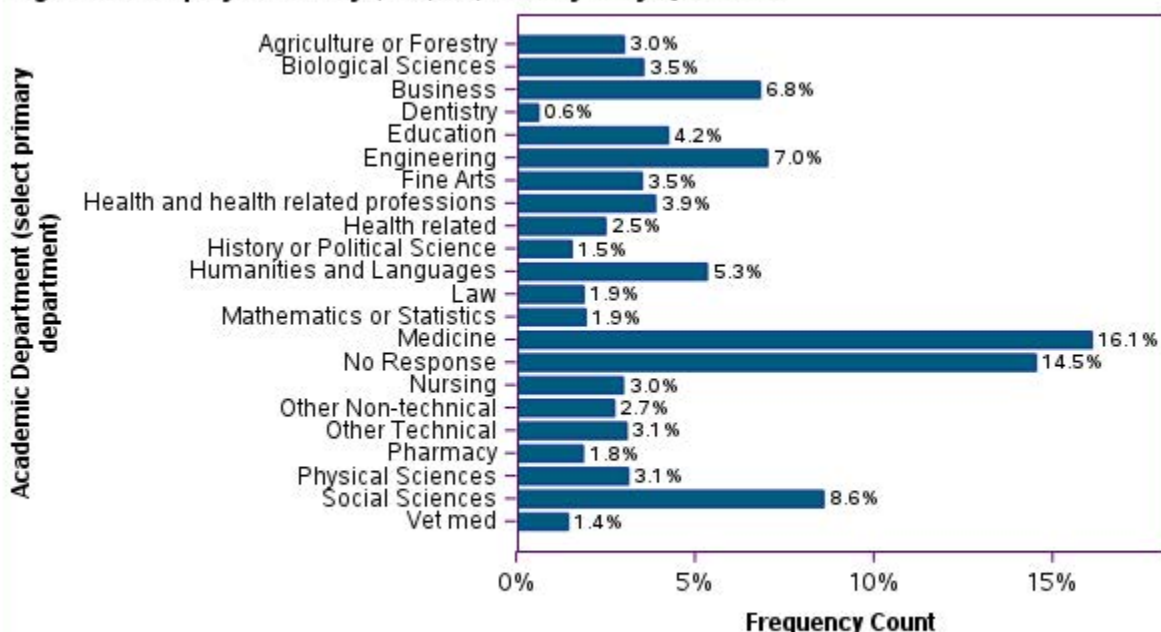
## Section 4.2. Employee Survey Response Figures

Figures 4.1 through 4.37 are the system-level responses to all employee survey questions.



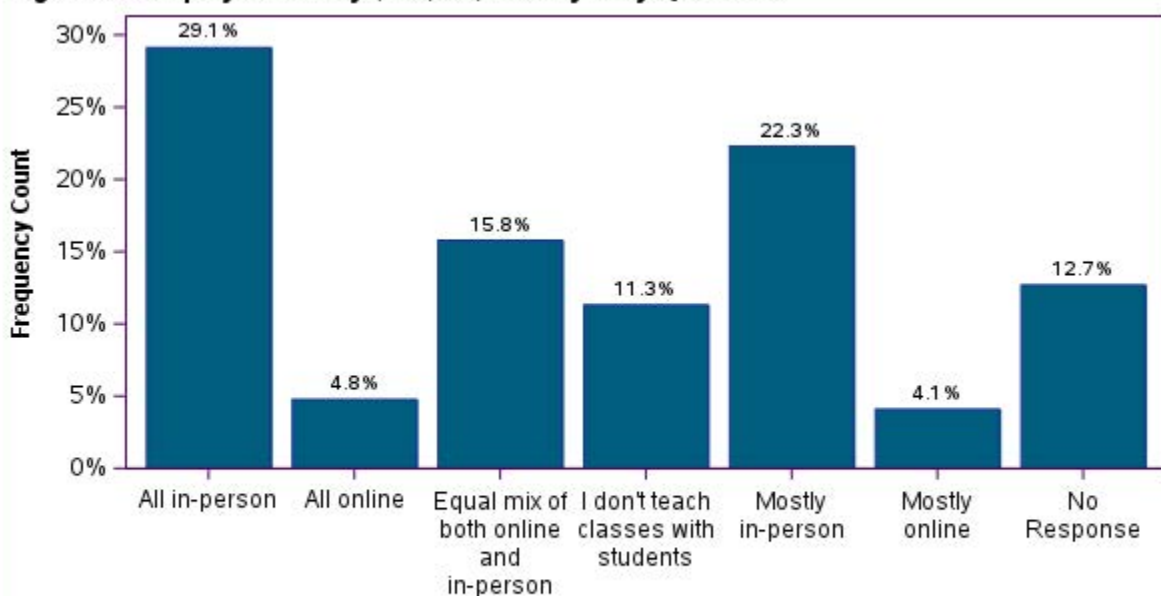
## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.3 Employee Survey (n=3,269) Faculty Only Questions**



Faculty were identified as staff with occupational designation of 'FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE)'

**Figure 4.4 Employee Survey (n=3,269) Faculty Only Questions**

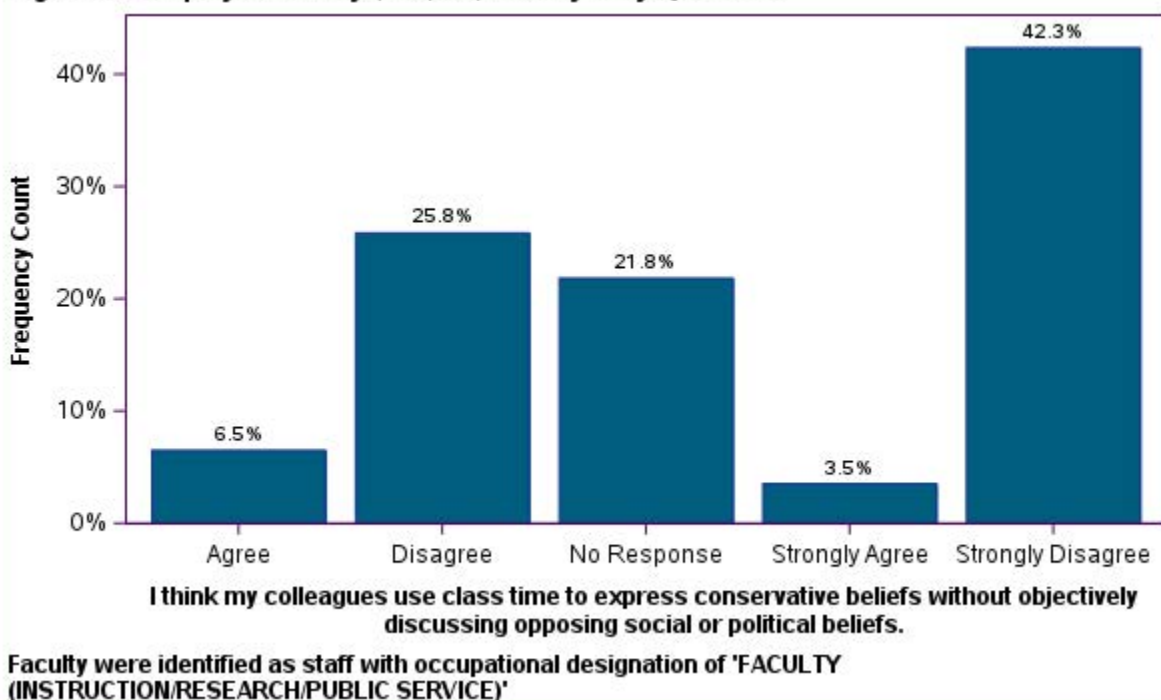


If you teach classes with students, have your courses been:

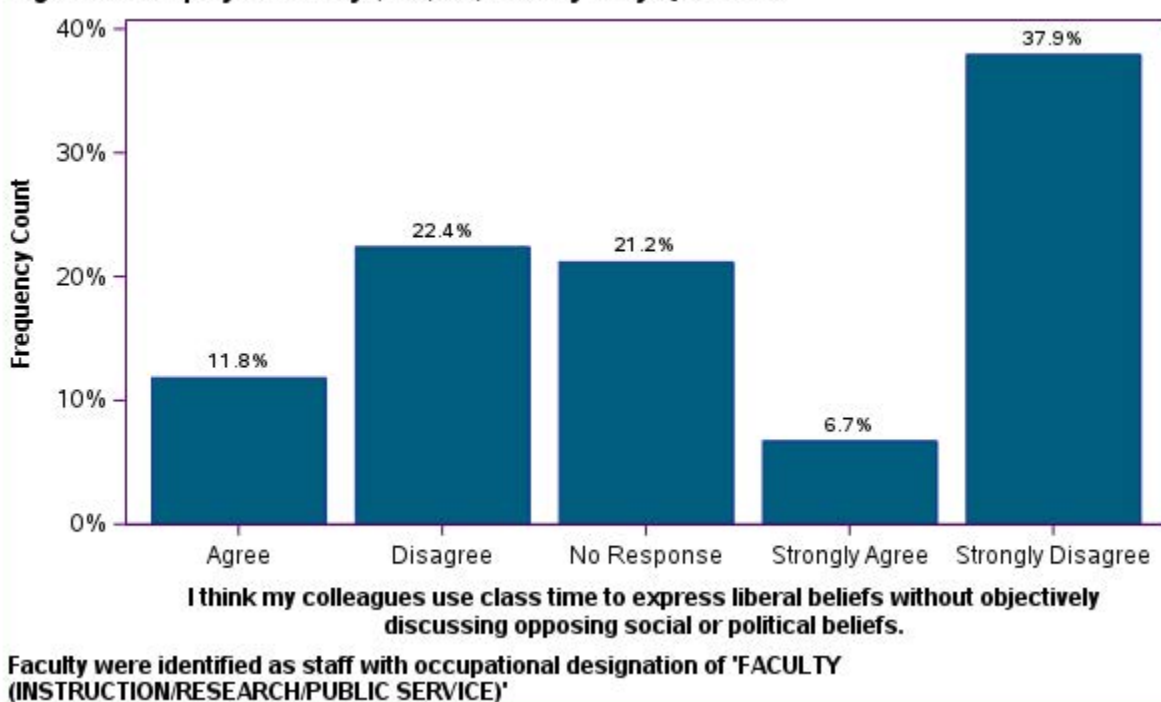
Faculty were identified as staff with occupational designation of 'FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE)'

## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.5 Employee Survey (n=3,269) Faculty Only Questions**

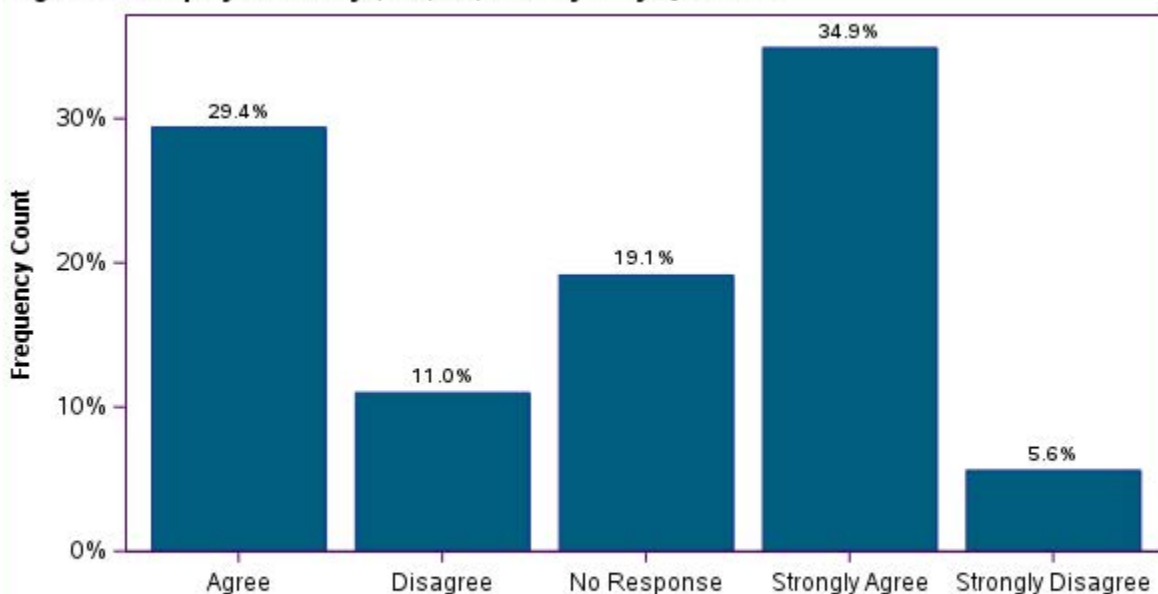


**Figure 4.6 Employee Survey (n=3,269) Faculty Only Questions**



## 2025 Intellectual Freedom Survey For the State University System of Florida

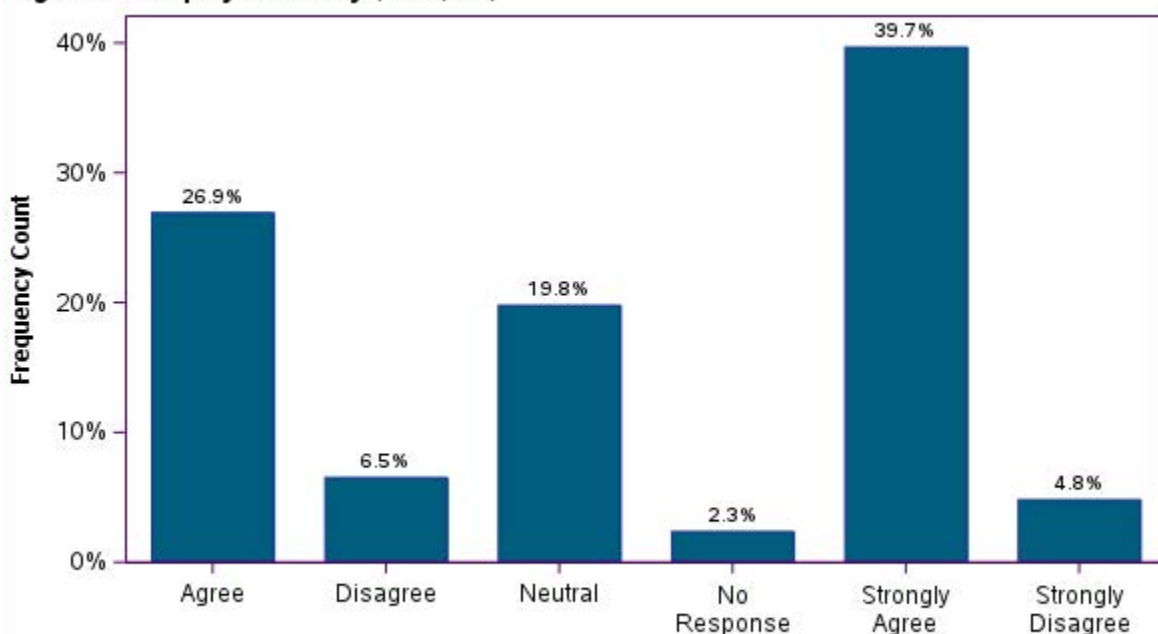
**Figure 4.7 Employee Survey (n=3,269) Faculty Only Questions**



**Students here are encouraged to consider a wide variety of viewpoints and perspectives.**

**Faculty were identified as staff with occupational designation of 'FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE)'**

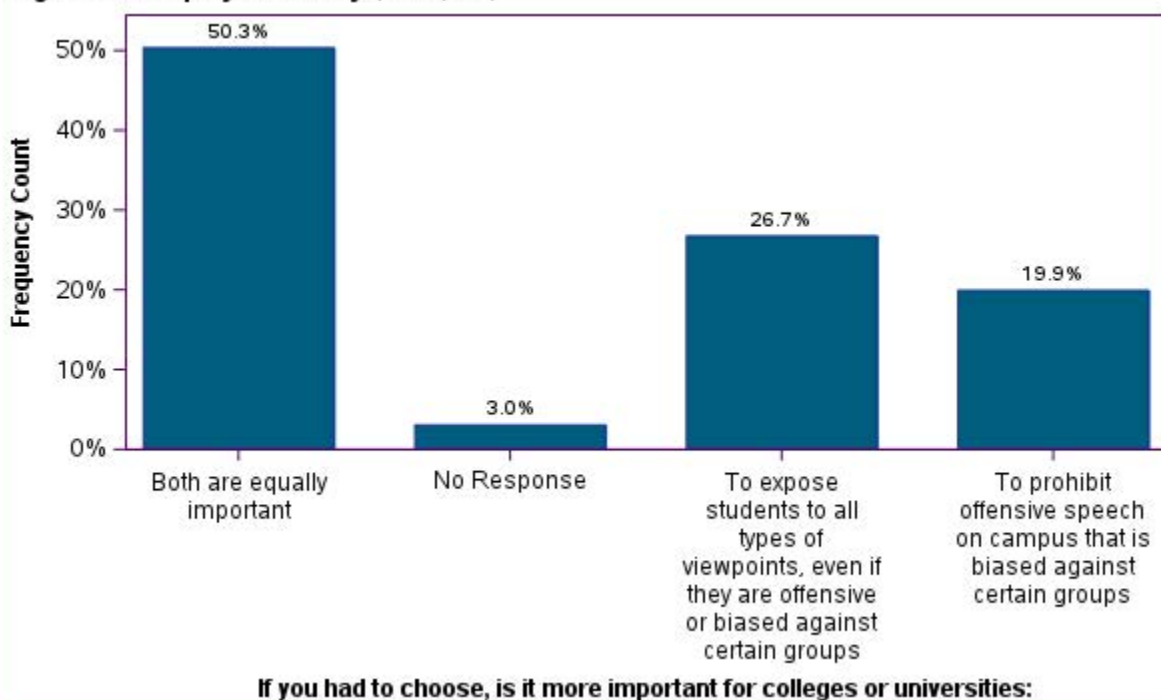
**Figure 4.8 Employee Survey (n=10,643)**



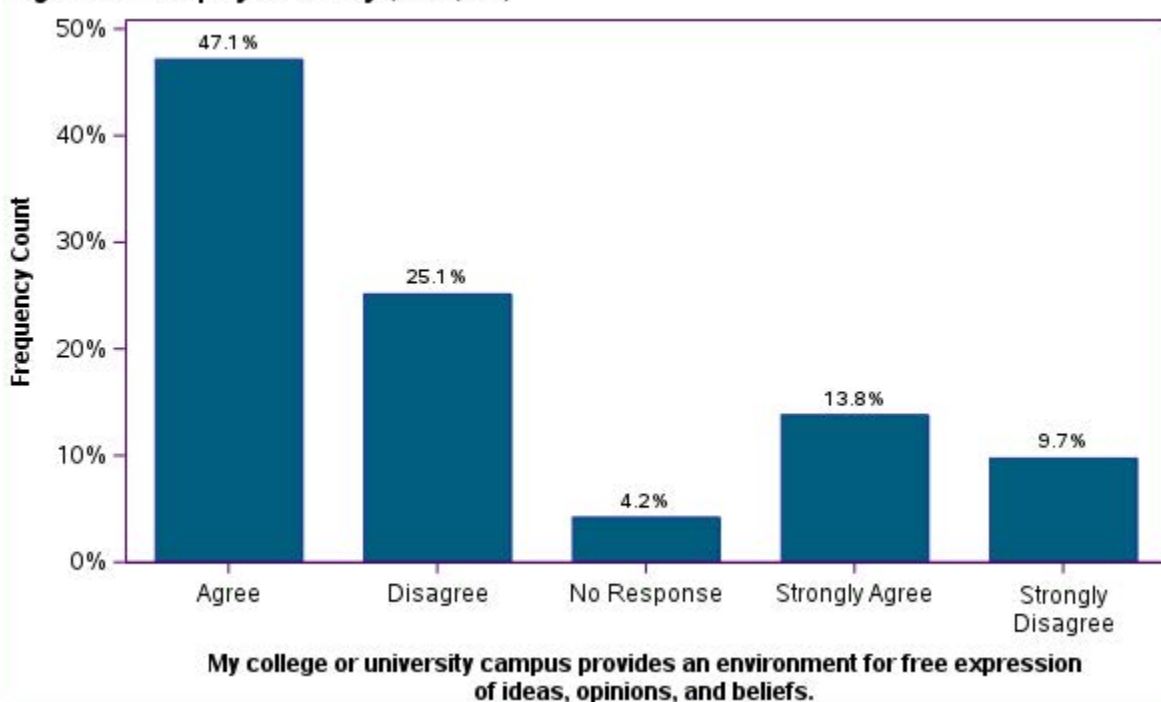
**On campus, I feel that it is important to be able to express my political viewpoints without fear of negative consequences.**

## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.9 Employee Survey (n=10,643)**

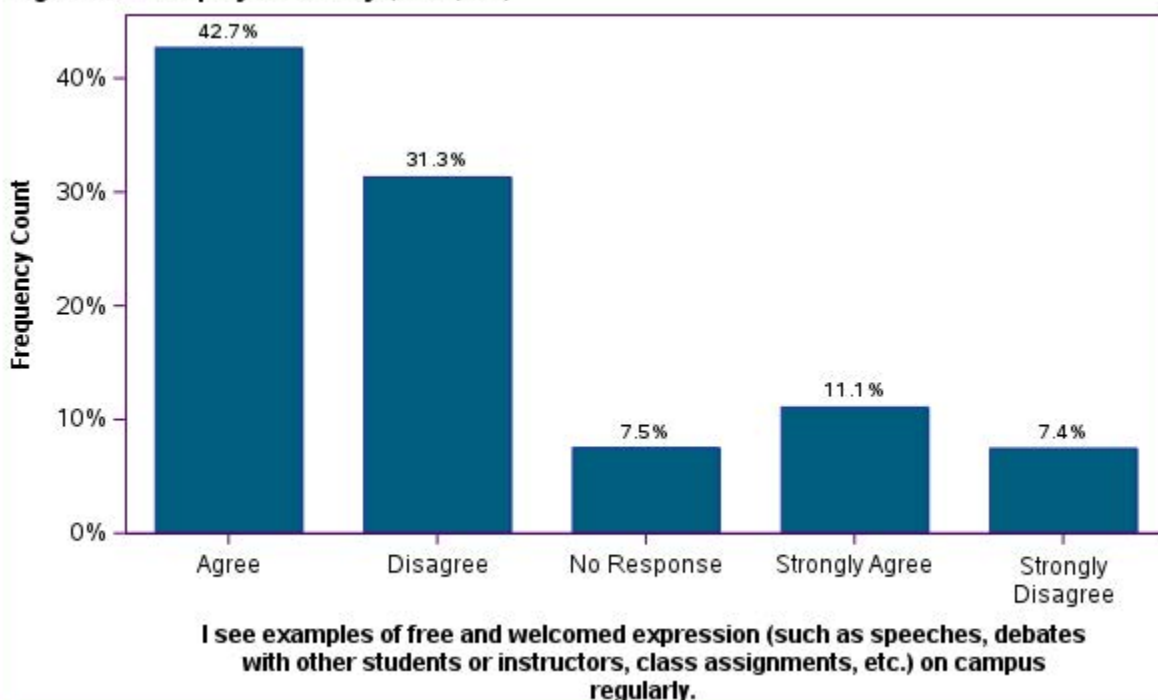


**Figure 4.10 Employee Survey (n=10,643)**

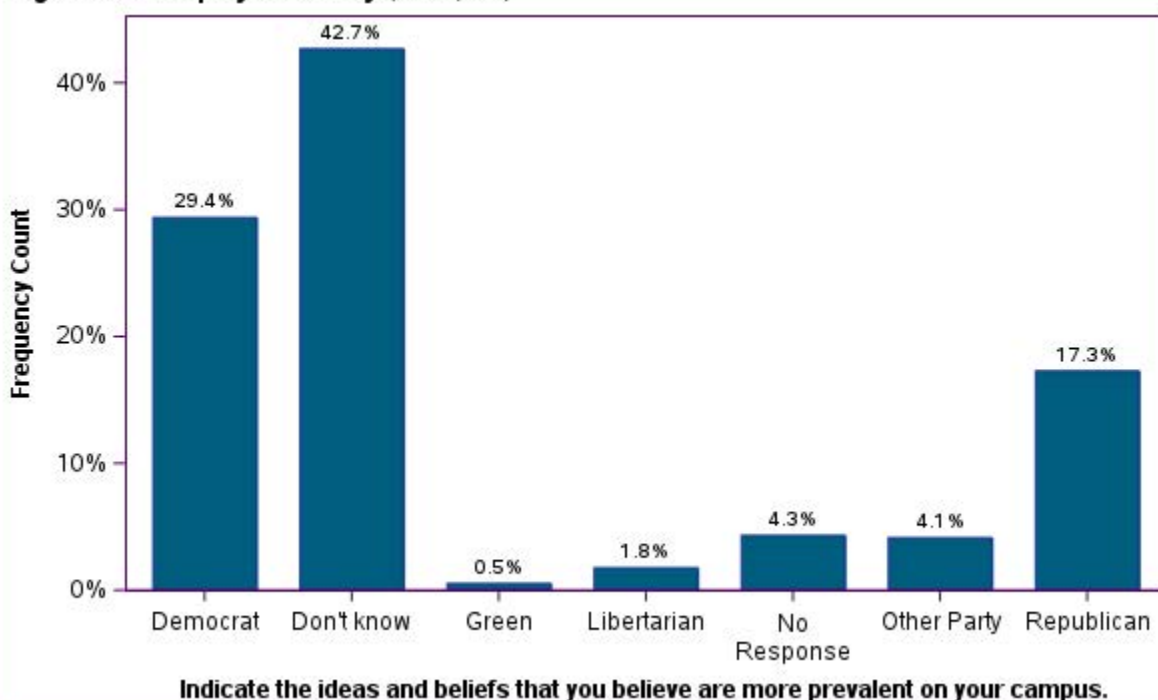


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.11 Employee Survey (n=10,643)**



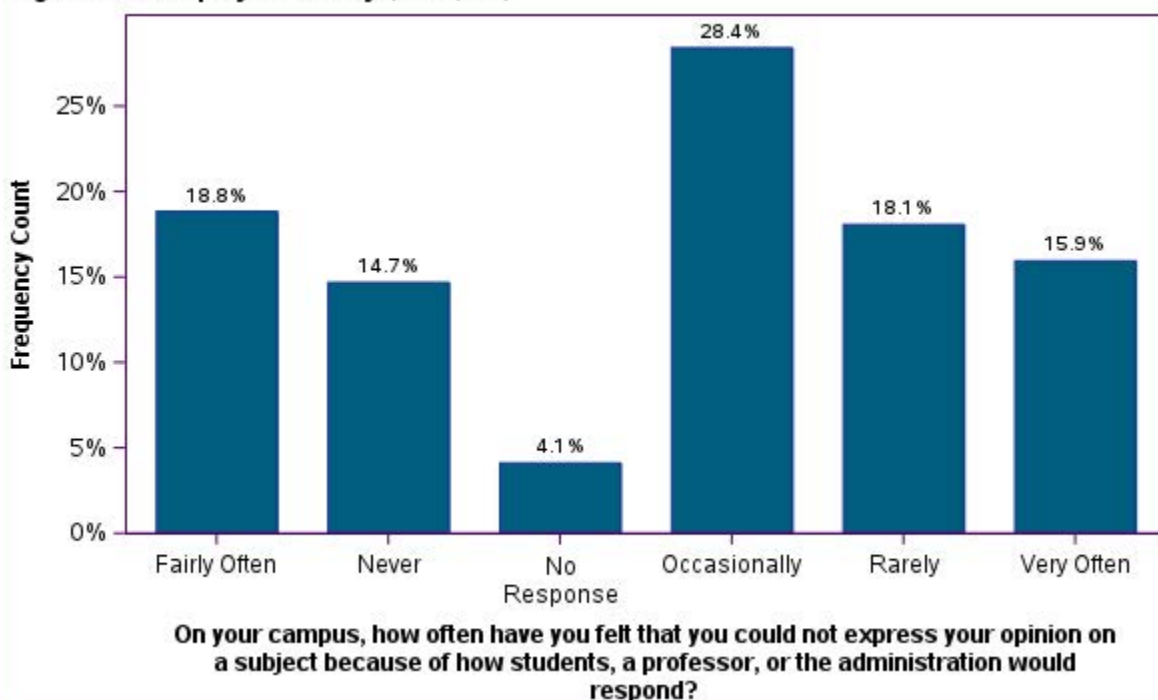
**Figure 4.12 Employee Survey (n=10,643)**



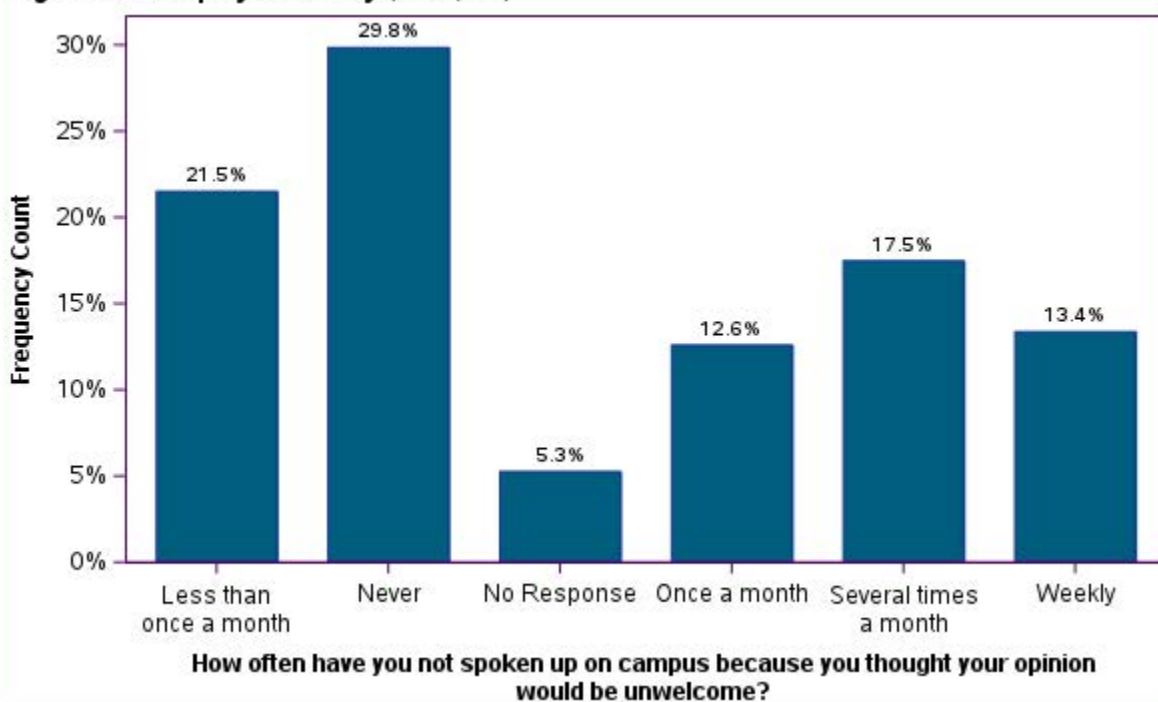


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.13 Employee Survey (n=10,643)**

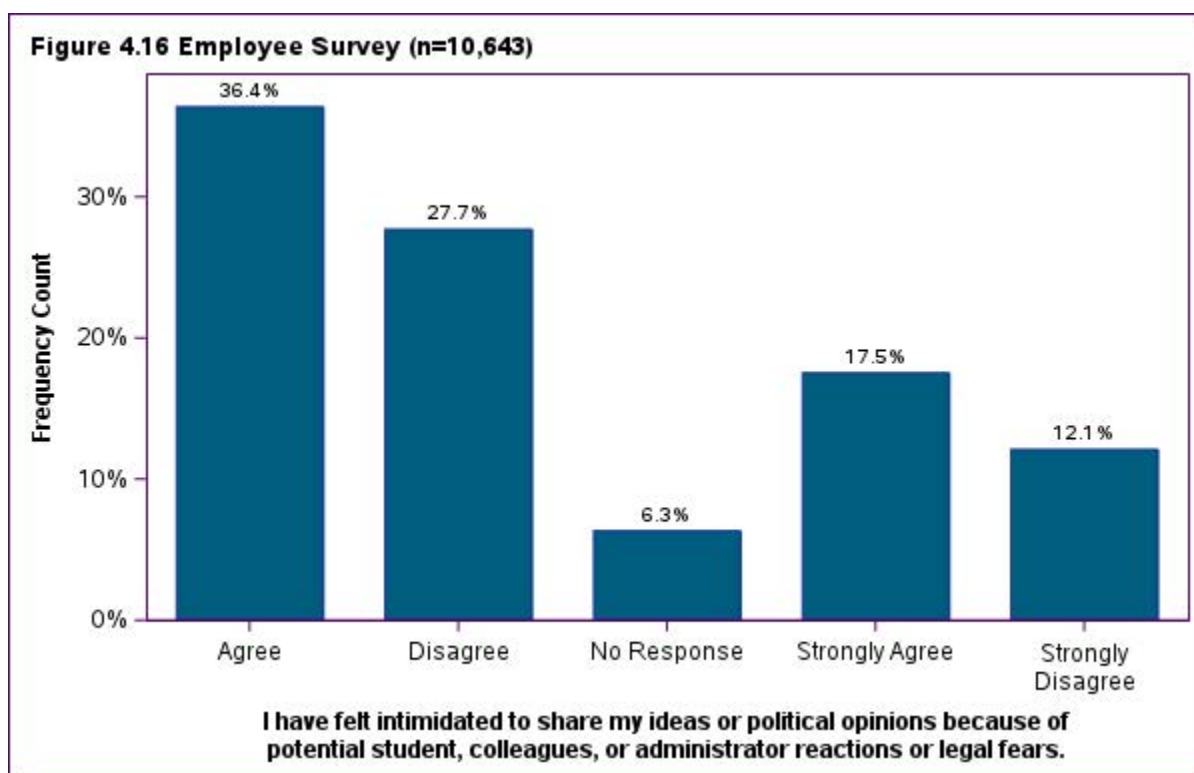
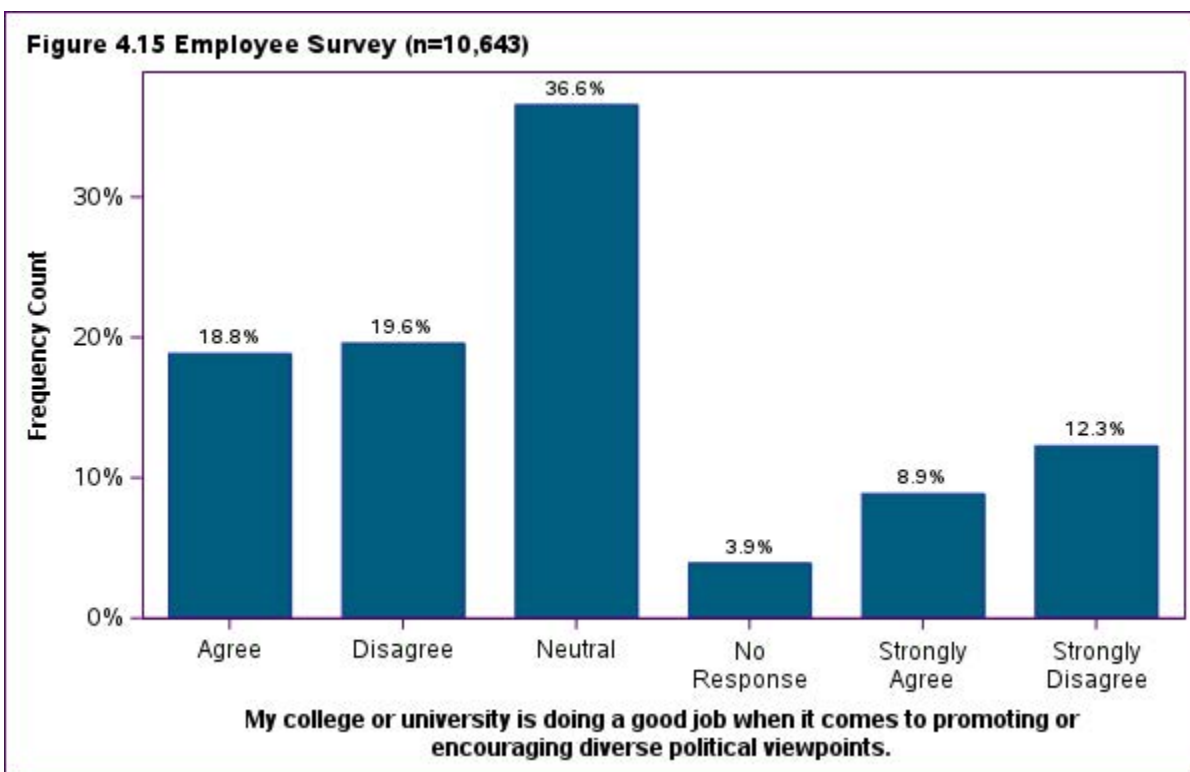


**Figure 4.14 Employee Survey (n=10,643)**

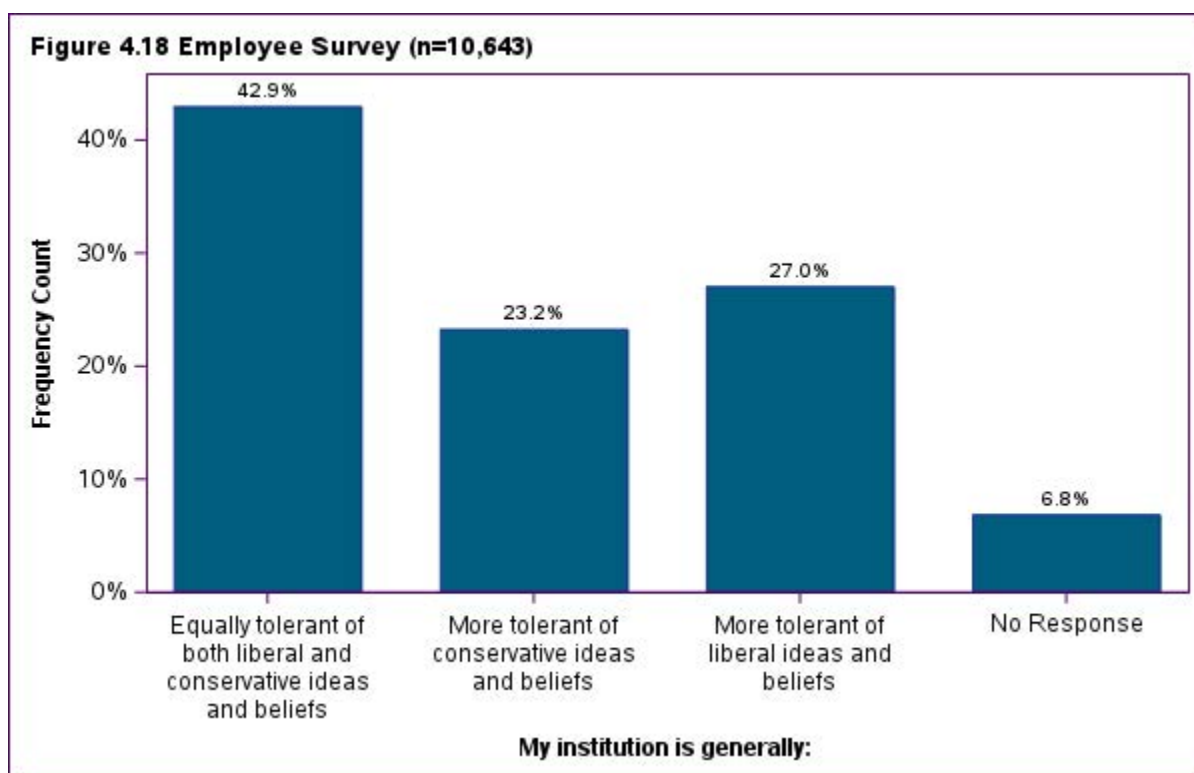
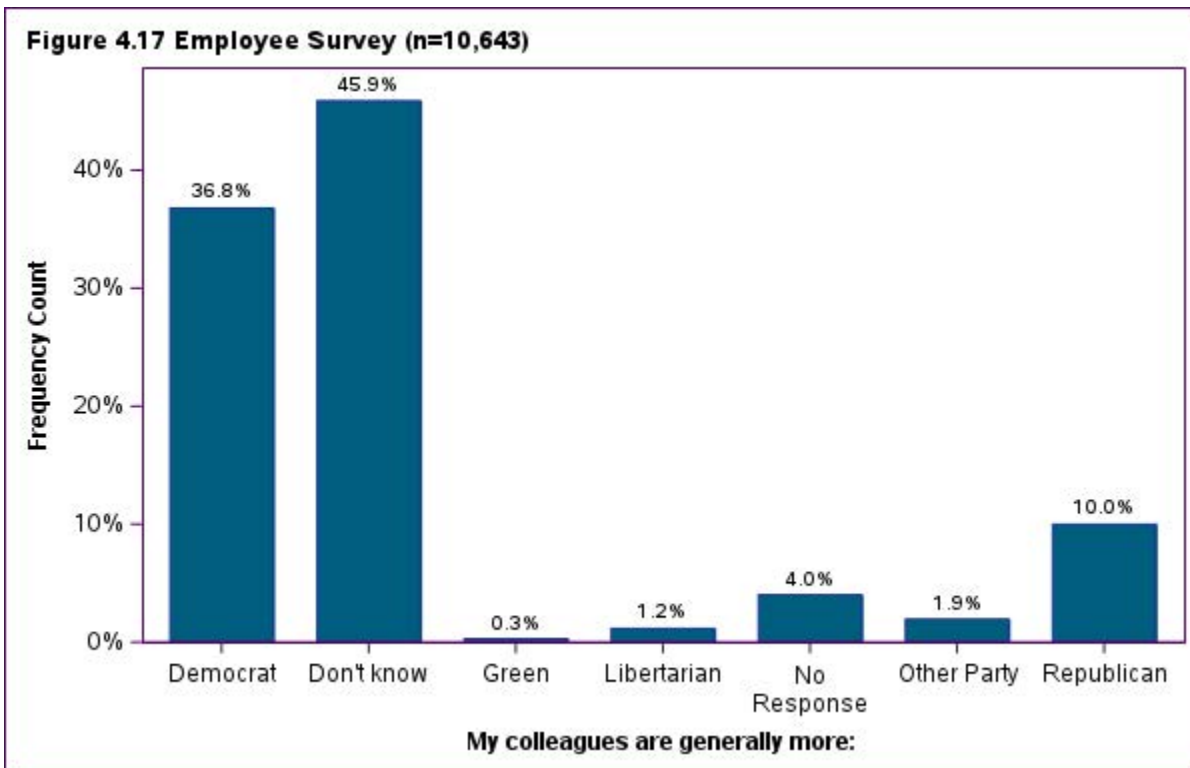




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For the State University System of Florida**

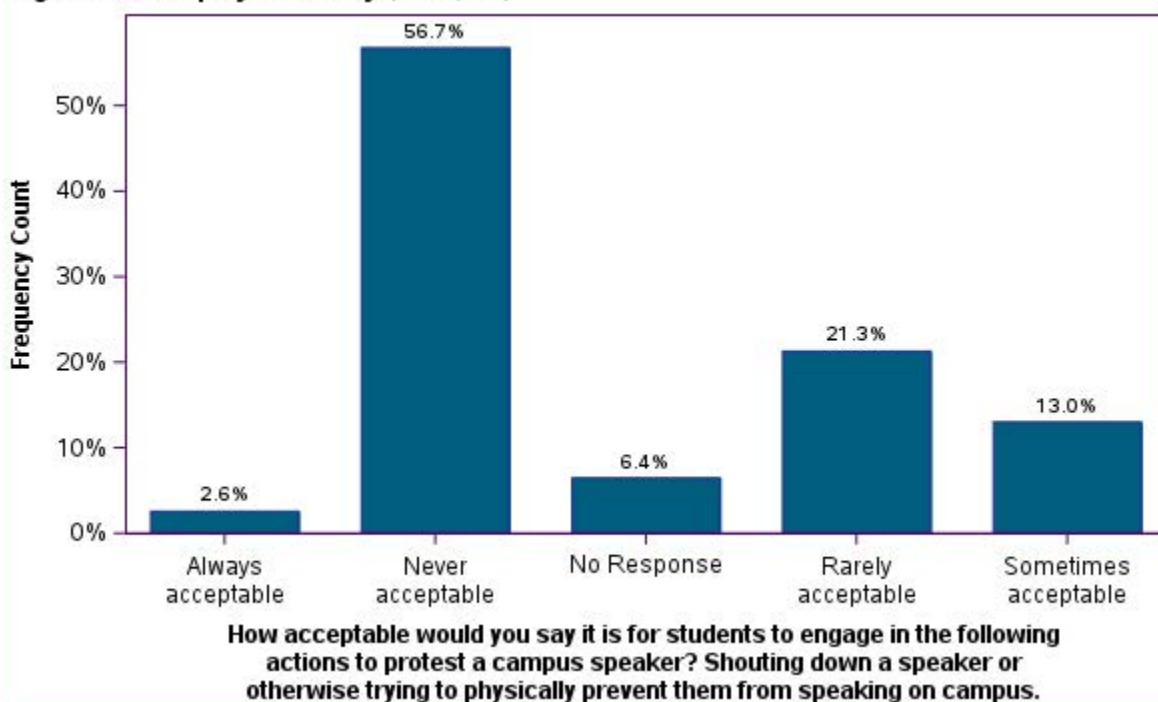


## 2025 Intellectual Freedom Survey For the State University System of Florida

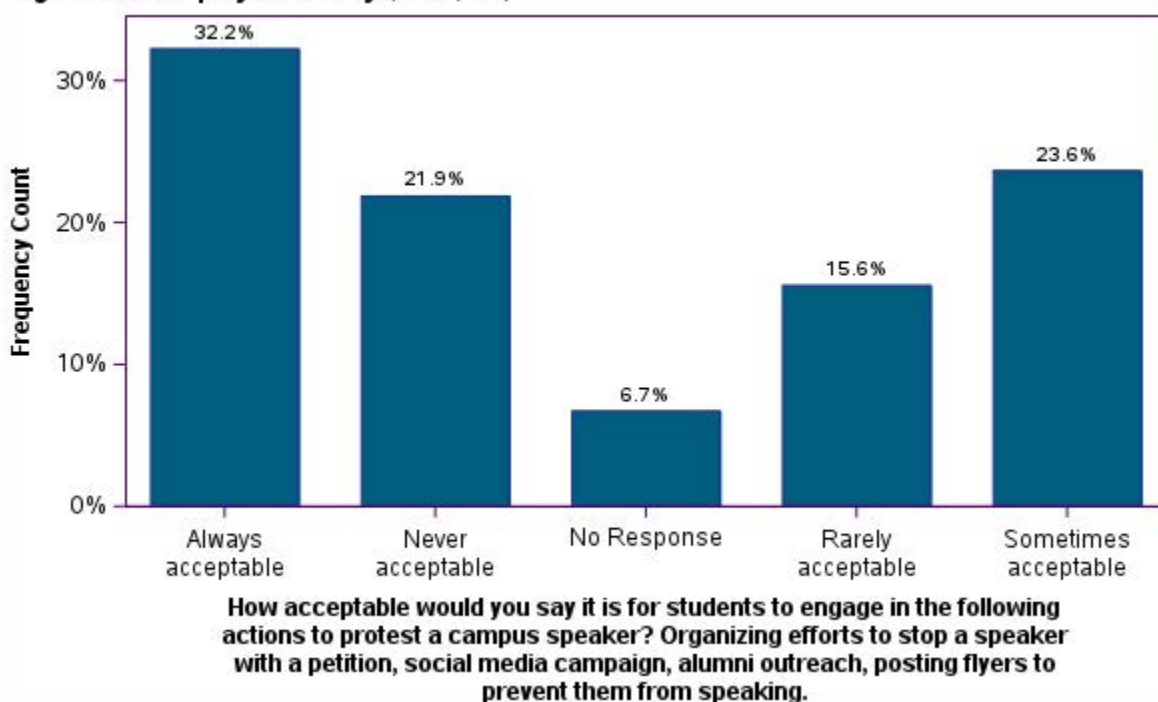


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.19 Employee Survey (n=10,643)**

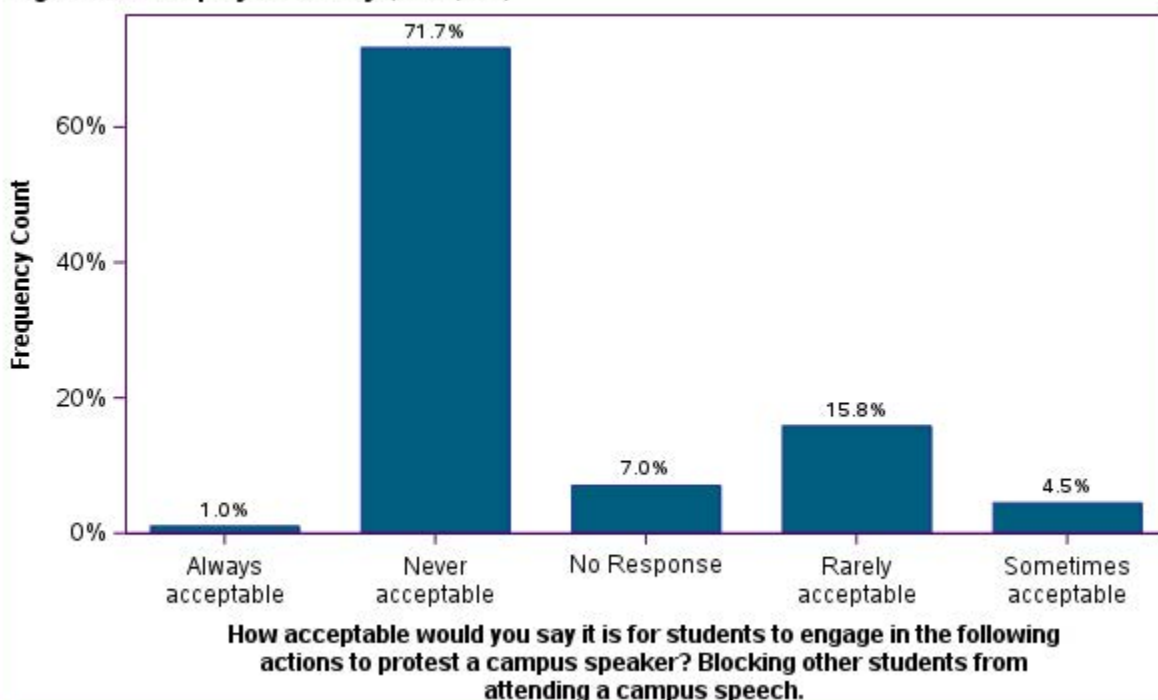


**Figure 4.20 Employee Survey (n=10,643)**

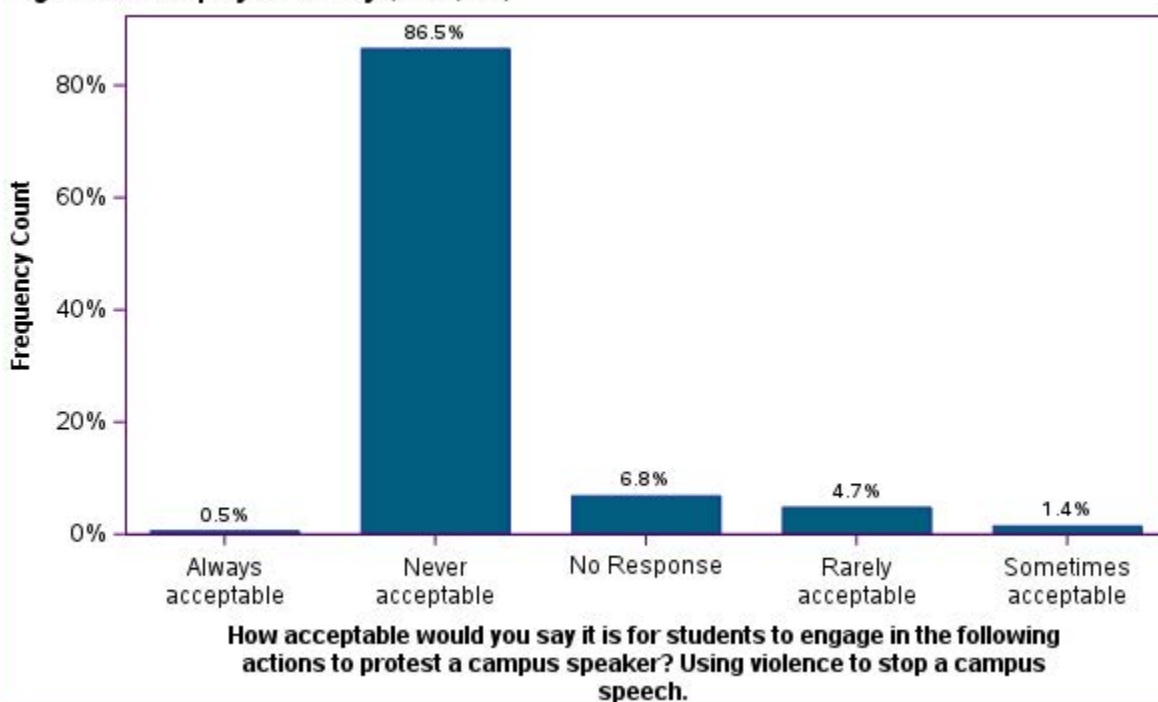


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.21 Employee Survey (n=10,643)**

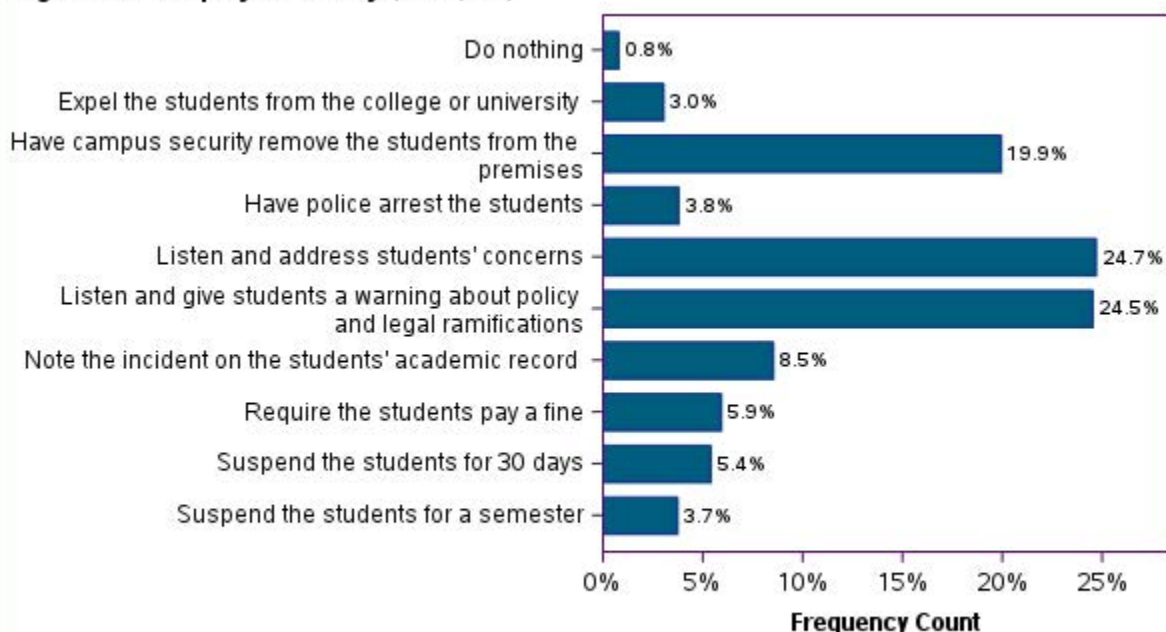


**Figure 4.22 Employee Survey (n=10,643)**



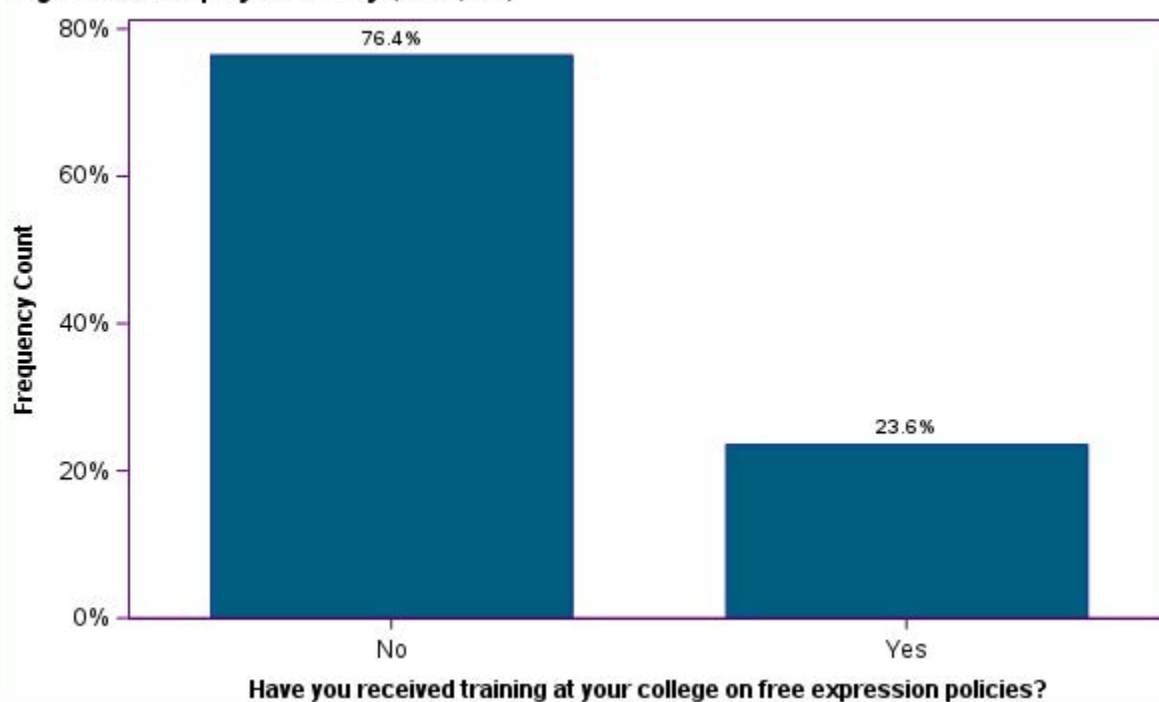
## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.23 Employee Survey (n=10,643)**



**How should colleges or universities handle students who disrupt invited speakers and prevent them from speaking?**

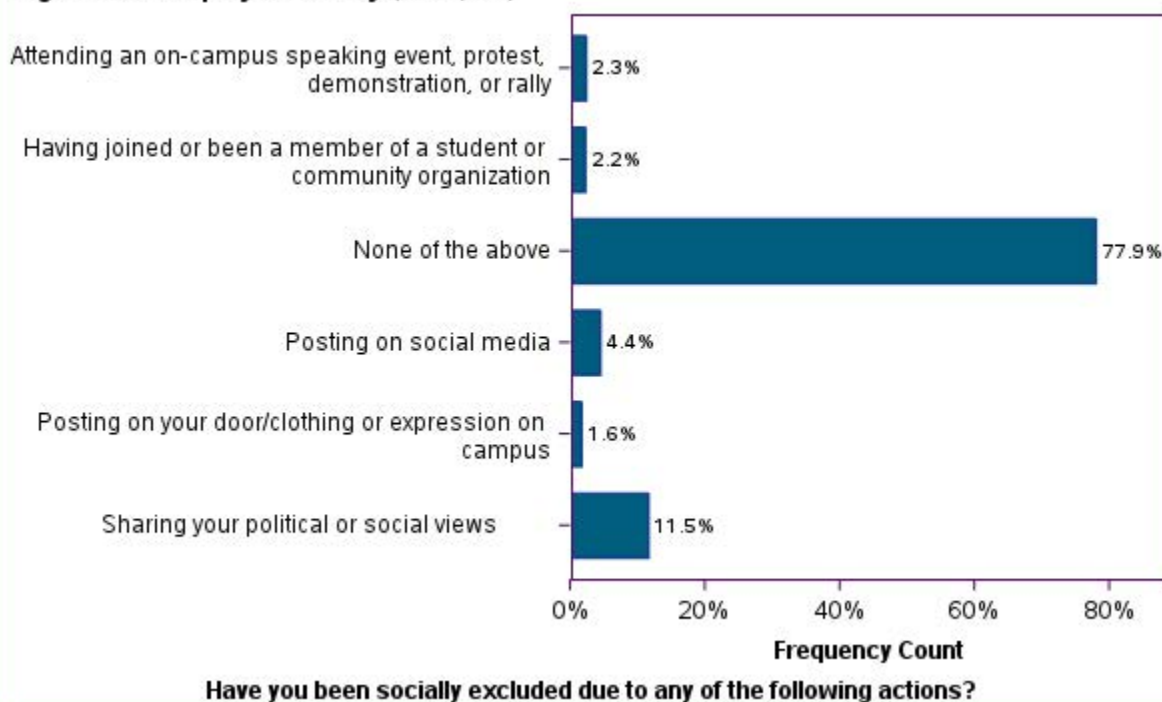
**Figure 4.24 Employee Survey (n=10,643)**



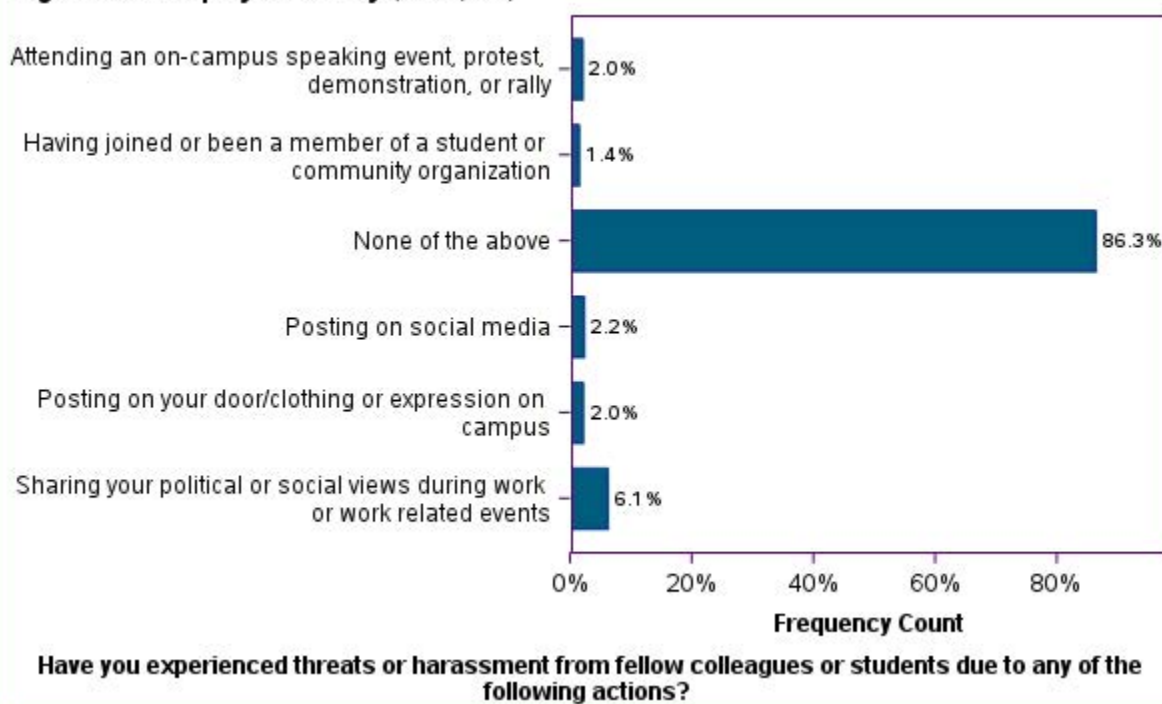
**Have you received training at your college on free expression policies?**

## 2025 Intellectual Freedom Survey For the State University System of Florida

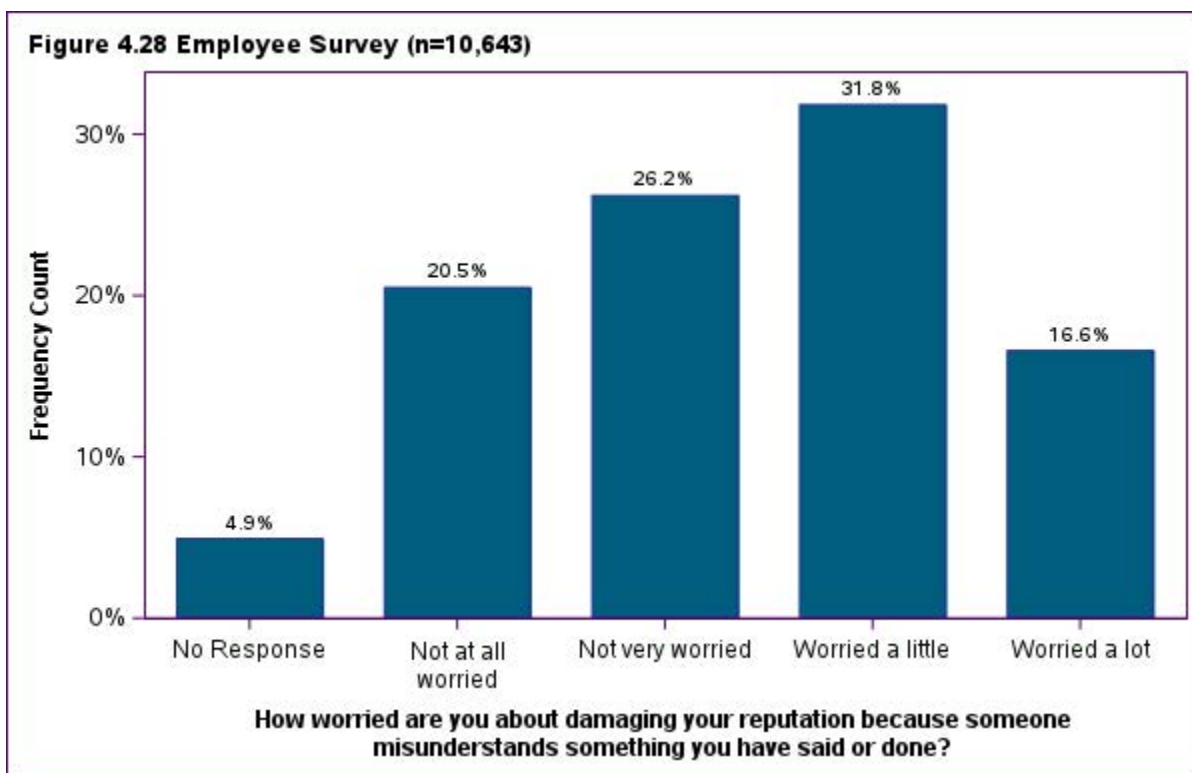
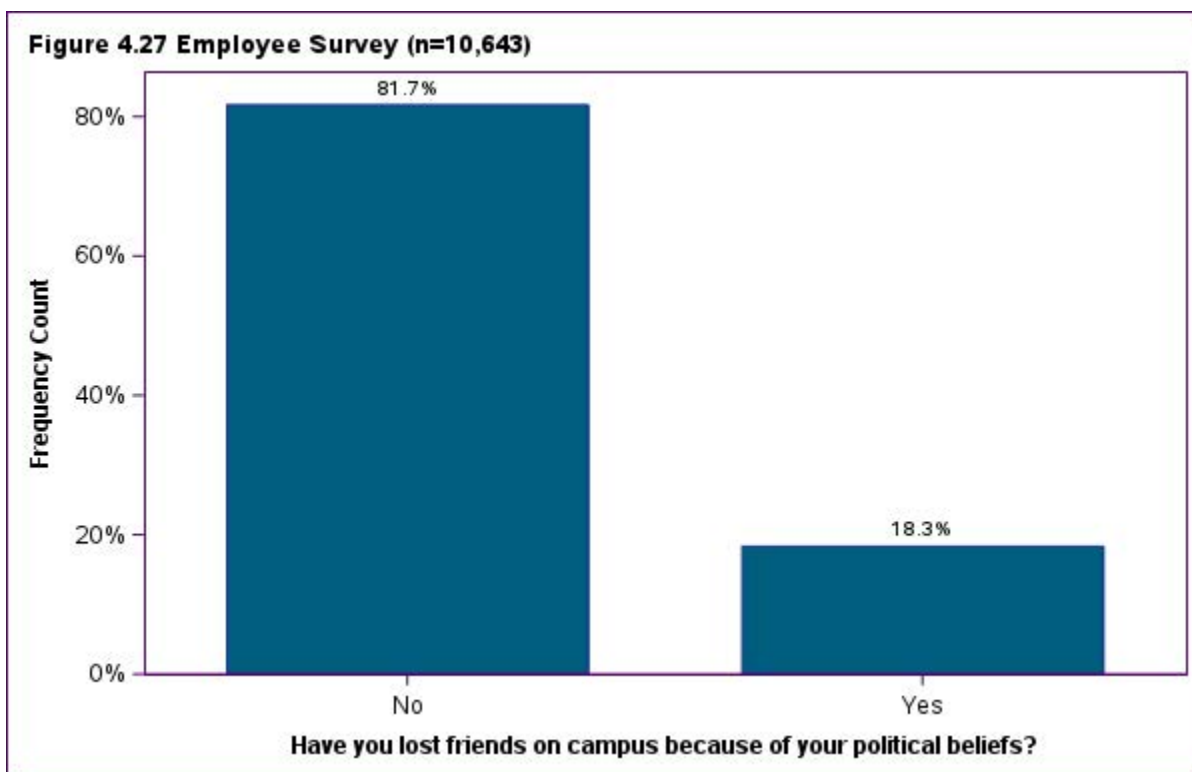
**Figure 4.25 Employee Survey (n=10,643)**



**Figure 4.26 Employee Survey (n=10,643)**



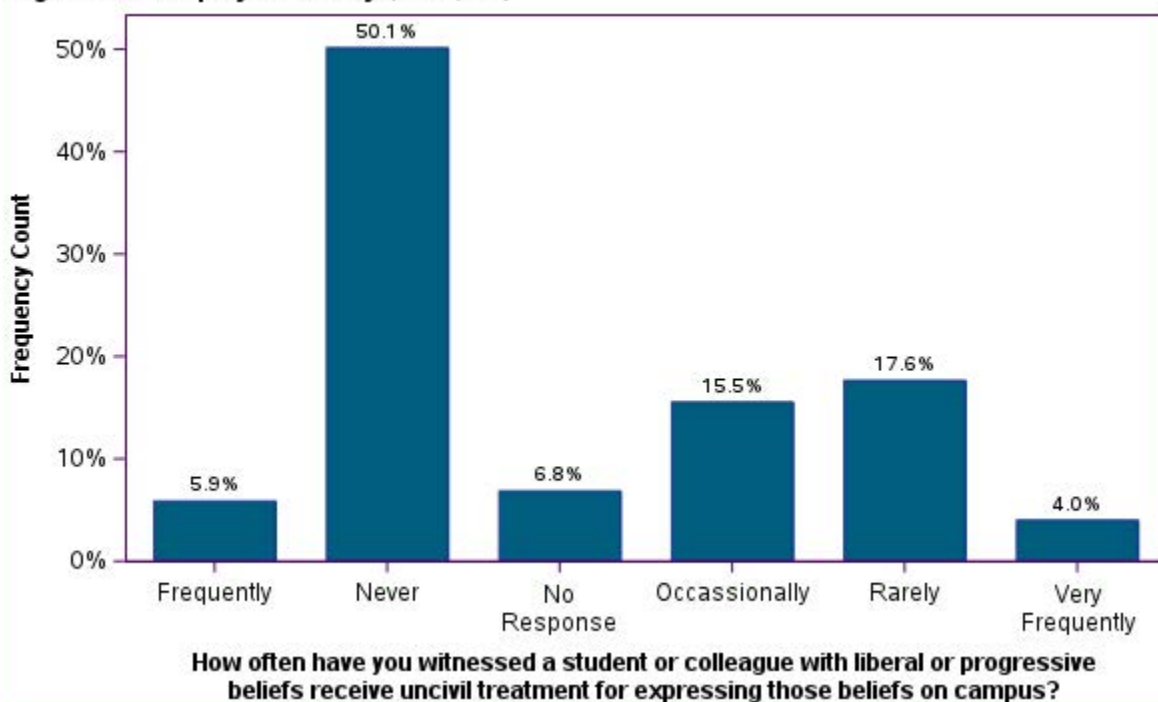
## 2025 Intellectual Freedom Survey For the State University System of Florida



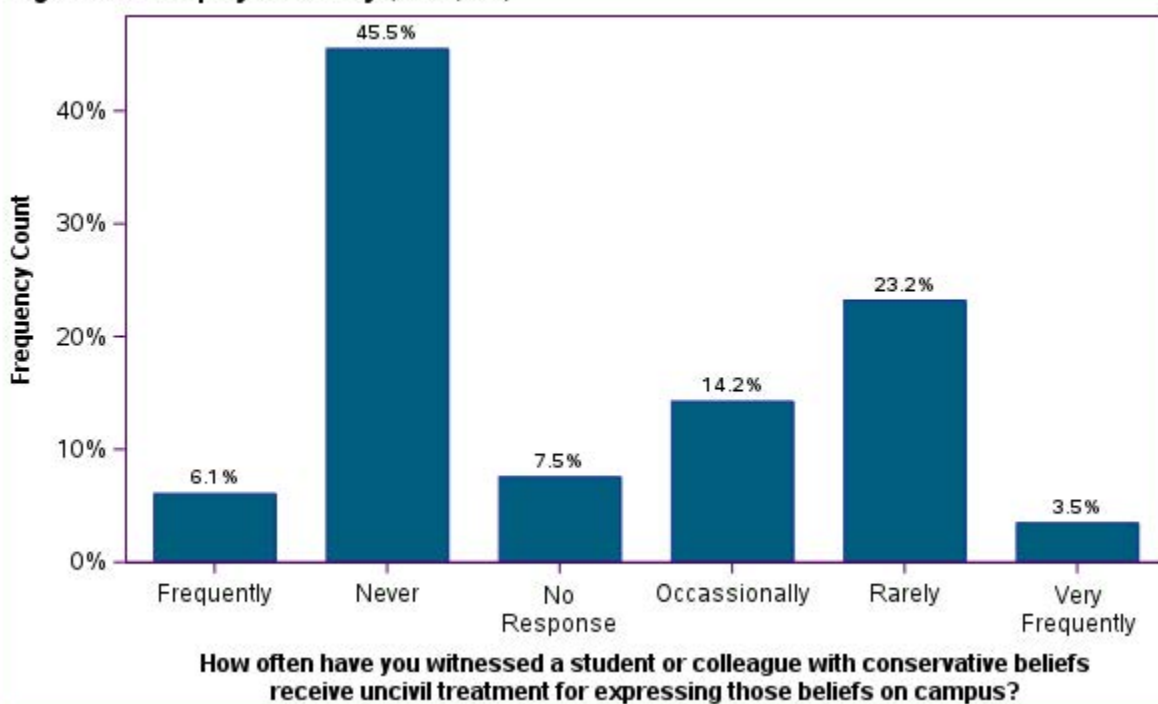


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.29 Employee Survey (n=10,643)**



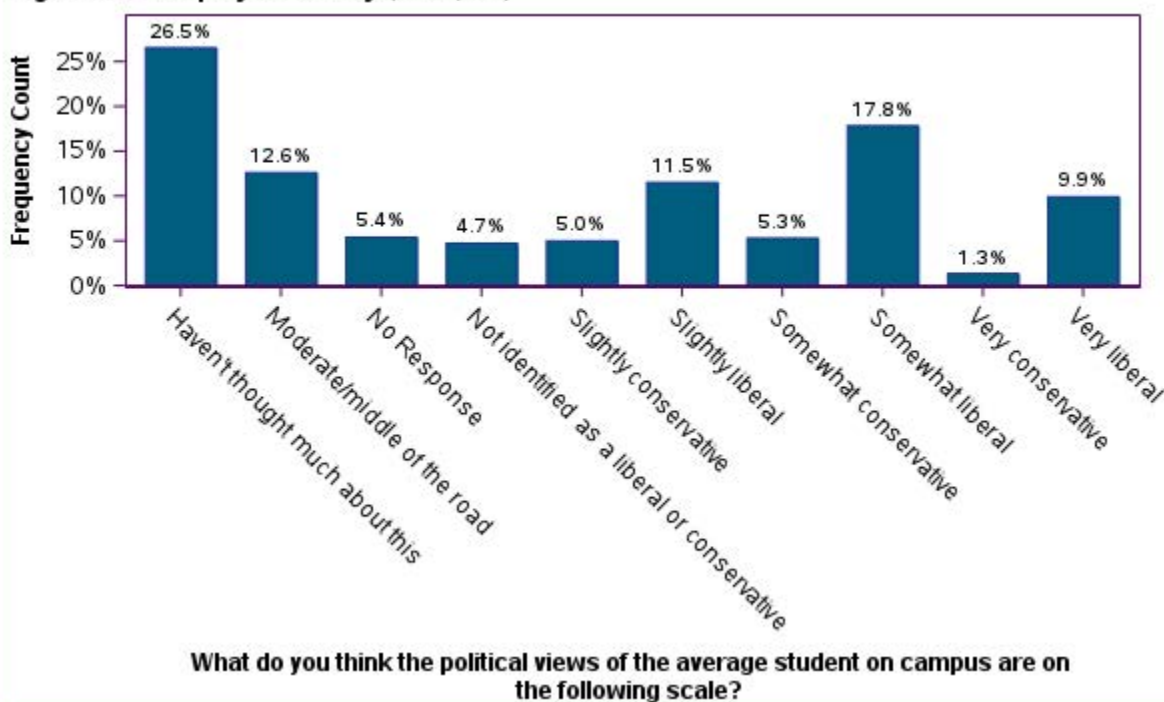
**Figure 4.30 Employee Survey (n=10,643)**



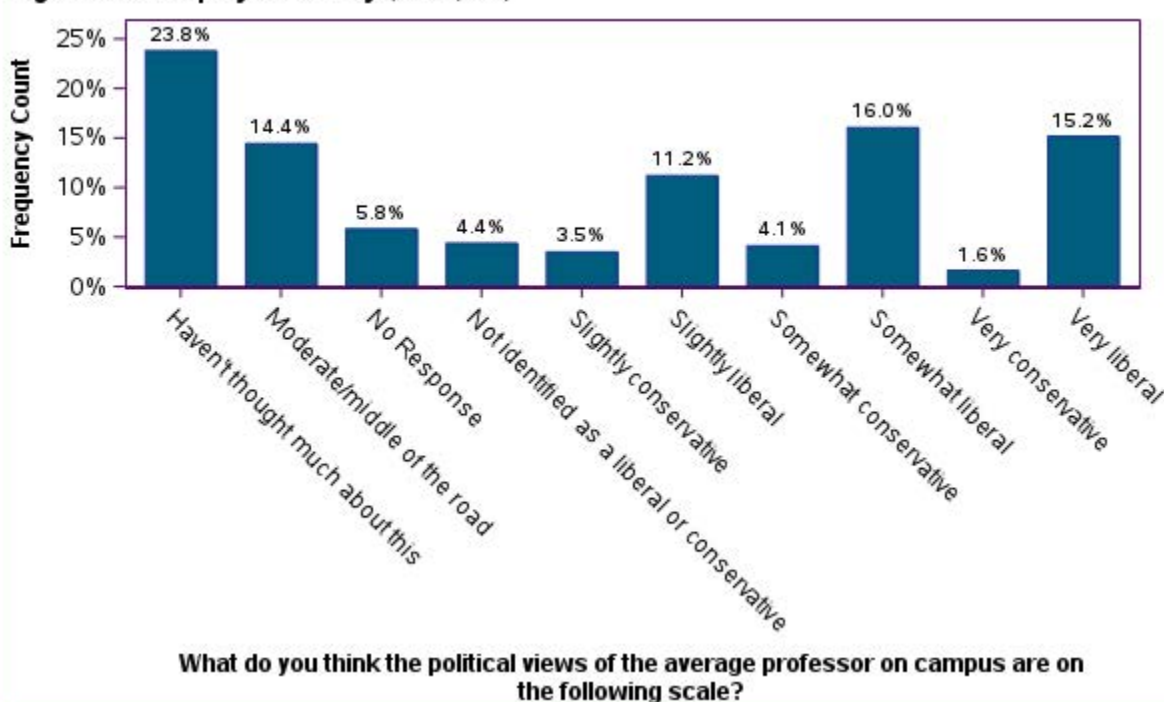


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.31 Employee Survey (n=10,643)**

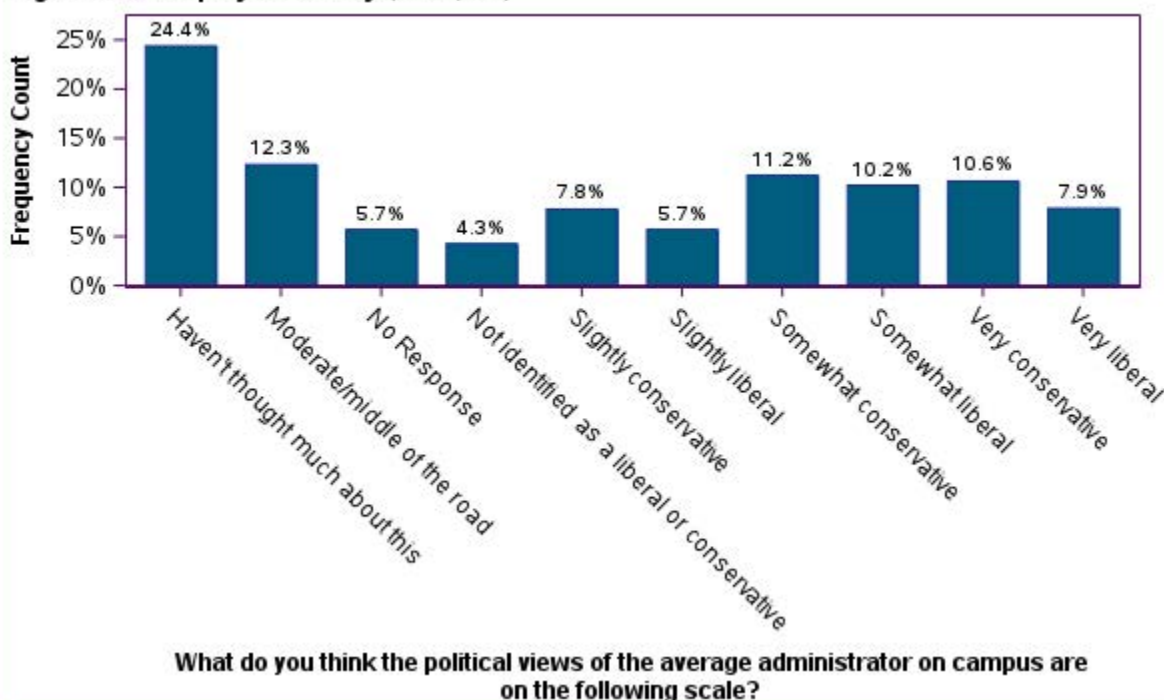


**Figure 4.32 Employee Survey (n=10,643)**

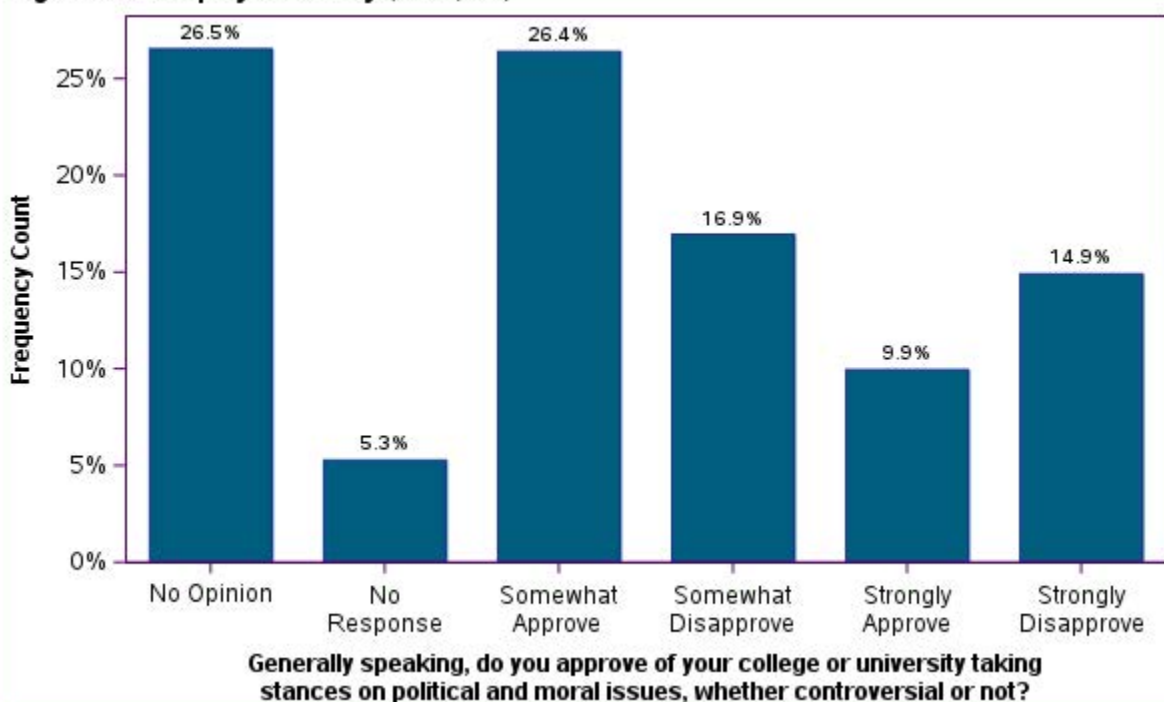


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.33 Employee Survey (n=10,643)**

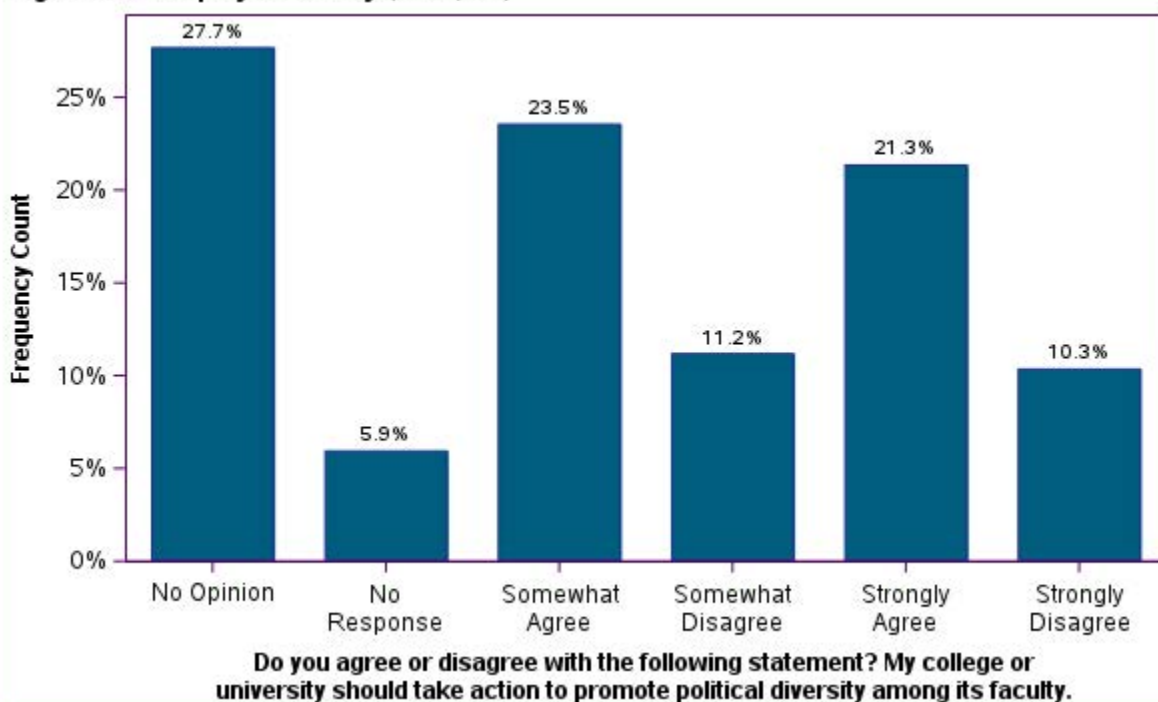


**Figure 4.34 Employee Survey (n=10,643)**

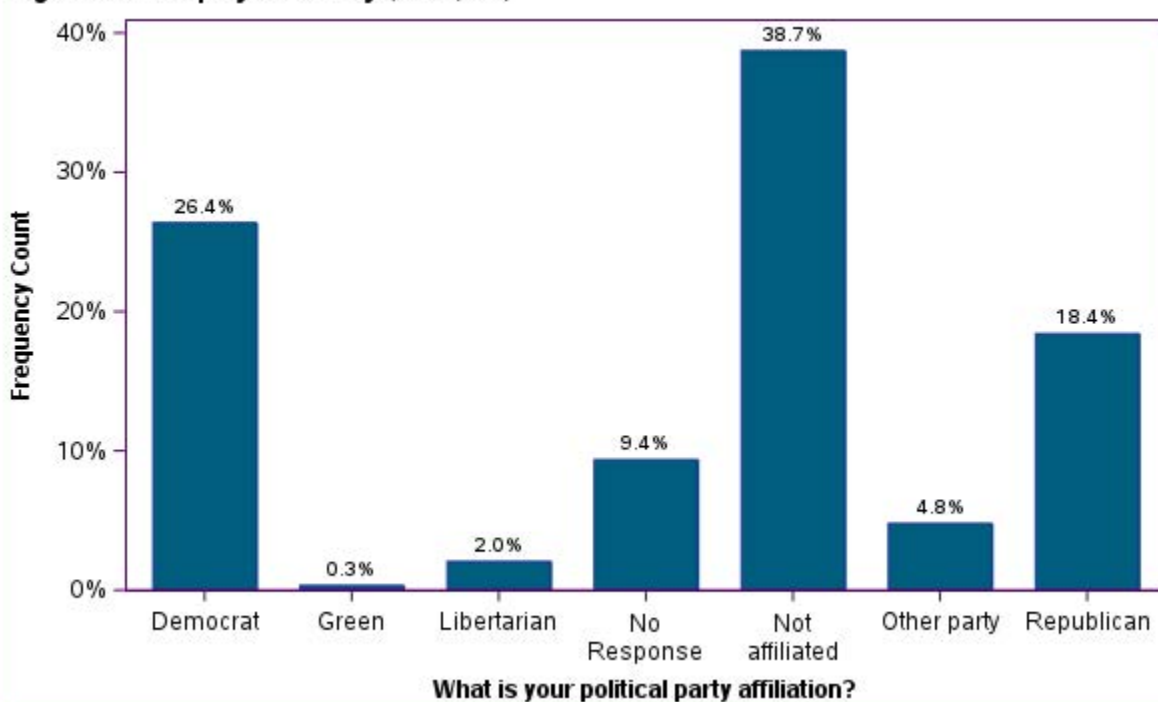


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.35 Employee Survey (n=10,643)**

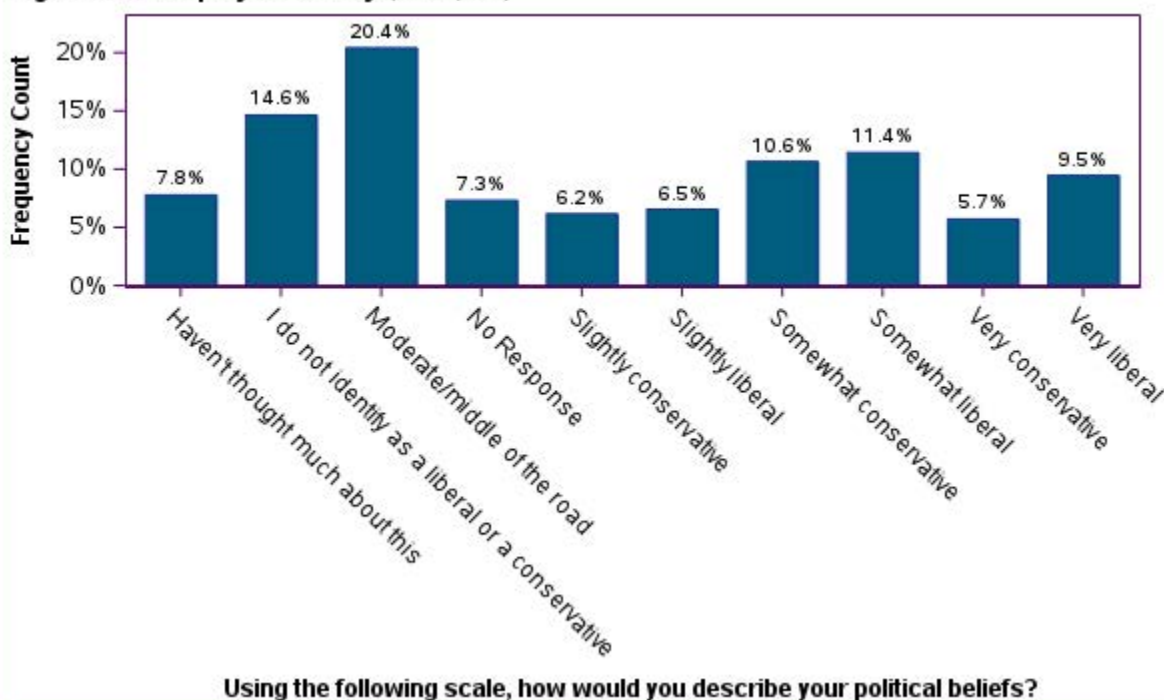


**Figure 4.36 Employee Survey (n=10,643)**

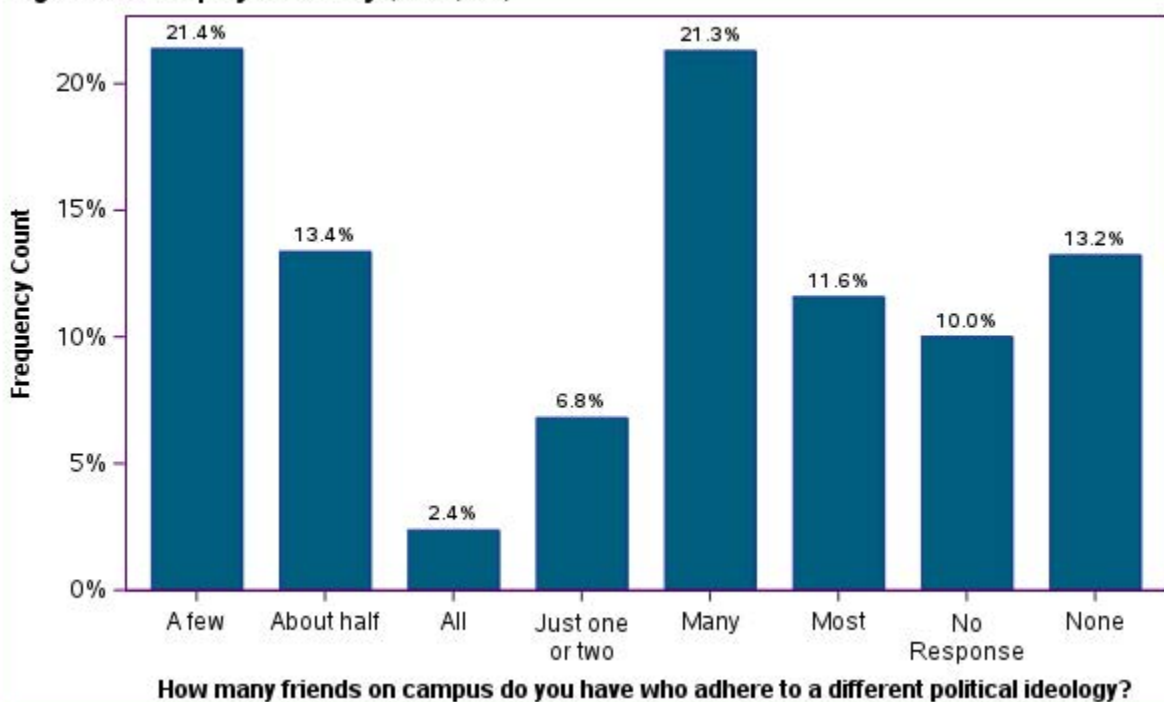


## 2025 Intellectual Freedom Survey For the State University System of Florida

**Figure 4.37 Employee Survey (n=10,643)**



**Figure 4.38 Employee Survey (n=10,643)**



## Appendix A. Student Survey Responses by Institution

Student survey response tables are available on the [FLBOG website](#).

## Appendix B. Employee Survey Responses by Institution

Employee survey response tables are available on the [FLBOG website](#).



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