

UFF Members

**\*UPDATED\* UFF Guidance (REVISED): Responding to DOE/DOGE Directives Concerning Requests for Research, Publications, Presentations, and Class Materials Disclosures**

*April 25, 2025 | United Faculty of Florida*

Across Florida, institutions are requiring employees to respond to new surveys requesting information about publicly available research, publications, presentations, and class materials produced over the last six years. This stems from executive directives and Department of Education (DOE) guidance issued statewide and channeled through Florida's Division of Governmental Efficiency (DOGE).

While the request is similar across institutions, the context and expectations for faculty differ significantly between **colleges** and **universities**. Below is UFF's tailored guidance for both groups.

**For College Faculty (Florida College System)**

Most faculty in the Florida College System are not contractually required to conduct or publish research as part of their teaching appointments. However, many faculty do engage in scholarship independently, or as part of sabbaticals or grant-funded work.

**You Should:**

- Complete the survey truthfully but narrowly **if** you have conducted **publicly available research** in the past six years.
- Report only what is asked: **title, date, venue/platform** (e.g., journal name, conference title).
- Include your dissertation **if** completed within the timeframe and **only if it is publicly available**.
- Include class materials or presentations **only if publicly posted online**.

**You Are *Not* Required To:**

- Submit full copies of any work, including published articles, books, slides, or instructional materials.
- List or describe **internal class content** (e.g., material on the institution's Learning Management System, such as Canvas or Blackboard).
- Report materials produced during teaching duties that were **not publicly shared**.

*Note:* Sabbatical or grant-funded faculty may have specific obligations tied to those agreements. If so, review those terms separately.

**Sample Response Language:** “The following information reflects publicly available work as requested. Full content is protected under copyright and instructional policies and cannot be provided without additional legal review.”

### **For University Faculty (State University System)**

University faculty often have research, publication, or scholarly engagement as part of their assigned duties, particularly for tenure-track or grant-supported roles. However, even in that context, your rights and boundaries remain clear.

#### **You Should:**

- Complete the survey with a list of publicly available work from the last six years.
- Include research articles, books, dissertations, publicly delivered presentations, or course materials that were posted publicly.
- Follow any special departmental procedures for sponsored research or export control if applicable.

#### **You Are *Not* Required To:**

- Turn over full documents, slides, or course content unless explicitly required under grant or agency contract terms.
- Disclose teaching materials that were not made public (e.g., housed on secure course platforms).
- Surrender any work that is under publisher agreement or copyright restrictions.

*Note:* If any part of your work is under a research compliance or export control process, consult your sponsored research or legal office before responding.

**Sample Response Language:** “This list includes publicly available works as defined in the request. Full content remains subject to copyright, university policy, and publisher licensing.”

### **UFF's Position – For All Faculty**

UFF recognizes that institutions are under pressure to comply with executive mandates—but that does not override your legal rights or institutional policies. Any level of compliance must respect:

- Intellectual property rights
- Academic freedom
- Contractual and due process protections for faculty and academic employees

We will continue to monitor implementation and will act to challenge any overreach that infringes on academic freedom, intellectual property, or due process.

If you feel pressured to provide more than is required, or are unsure how to respond, even with the sample language we've provided above, then:

- **Contact your local UFF Chapter leadership**
- **Document all communications**
- **Submit only what is necessary and appropriate**

UFF is here to protect your rights while navigating this unprecedented and shifting landscape. Together, we can protect our members while navigating this statewide compliance effort with clarity and unity.

**In Service & Solidarity,**

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