

Silence in the Classroom:



THE 2024 FIRE FACULTY SURVEY REPORT



CITATION

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ABOUT FIRE

The Foundation for Individual Rights and Expression (FIRE) is a nonpartisan, nonprofit organization dedicated to defending and sustaining the individual rights of all Americans to free speech and free thought. These rights include freedom of speech, freedom of association, due process, legal equality, religious liberty, and sanctity of conscience — the most essential qualities of liberty. FIRE also recognizes that colleges and universities play a vital role in preserving free thought within a free society. To this end, we place a special emphasis on defending these rights of students and faculty members on our nation's campuses, including the right to academic freedom for faculty.

For more information, visit [thefire.org](https://www.thefire.org) or [@thefireorg](https://twitter.com/thefireorg) on X.

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Executive Summary

This report explores insights from a national survey of 6,269 tenured, tenure-track, and non-tenure track faculty across 55 four-year colleges and universities in the United States, conducted by the Foundation for Individual Rights and Expression (FIRE). As the largest survey of faculty ever conducted on this topic, the data reveal faculty attitudes and experiences concerning free expression and academic freedom. While many faculty remain confident in higher education, and few report explicit threats or experiences of discipline for speech, the broader climate reflects that of rampant self-censorship, worry, and fear, particularly among faculty in the political minority. A discussion of these findings follow and are accompanied by school-specific results for each of the 55 colleges and universities surveyed.

Key findings:

1. 35% of faculty say they recently toned down their writing for fear of controversy, compared to 9% of faculty who said the same during the McCarthy era;
2. 14% of faculty suffered discipline or threats of discipline for either their teaching, research, academic talks, or other off-campus speech;
3. 27% of faculty feel unable to speak freely for fear of how students, administrators, or other faculty would respond;
4. 40% of faculty worry about damaging their reputations because someone misunderstands something they have said or done;
5. 23% of faculty worry about losing their jobs because someone misunderstands something they have said or done;
6. 50% of faculty say it is rarely or never justified to require faculty job candidates to submit statements pledging commitment to diversity, equity, and inclusion;
7. 66% of faculty say colleges and universities should not take positions on political and social issues.

Introduction

Kathleen Oveta McElroy was born in Houston, Texas, same as her father, George McElroy. She became a journalist, same as her father. And like him, she has devoted herself to civil rights.

Her father was an American hero who fought the good fight. He served in multiple wars and [won medals](#) for heroism. When he came home and the University of Texas rejected him based on segregation laws, he took the fight to court. When he lost, he got a degree in journalism from the historically black Texas Southern University, and fought segregation by reporting on protests and even advising protesters.

George McElroy [became](#) the first black columnist at The Houston Post, the largest morning paper in Texas at the time, and was the first black master's graduate in journalism at the University of Missouri. He went on to [interview](#) the likes of Martin Luther King Jr., Fidel Castro, Muhammad Ali, and six different U.S. presidents.

These are big shoes to fill, but Kathleen McElroy learned to love the good fight from her father.

After getting her degree in broadcast journalism from Texas A&M, she got her doctorate from UT Austin, worked as an editor at The New York Times for nearly 20 years, and became director of the same UT journalism department that had rejected her father. Talk about a comeback kid.

In June 2023, Texas A&M [offered](#) her the chance to head its newly revived journalism program. At the public signing, she stood before a room of smiling faces.

But no sooner had the ceremony ended than a chorus of complaints began to [emerge](#) from the administration, alumni groups, and board of regents members. They criticized her hiring, her previous work involving diversity, equity, and inclusion (DEI), and her research on race. Arts and Sciences Interim Dean José Luis Bermúdez [told](#) McElroy that certain people might force leadership to fire her, and there was nothing he could do to help.

McElroy realized she was in a fixed fight and made the difficult decision to walk away from reviving A&M's journalism program. In response to the controversy that ensued, A&M launched an investigation into the matter, and Bermúdez and university President Katherine Banks resigned. But McElroy did not give up. She sued, and in August, the university [paid](#) her \$1 million to settle the lawsuit.

The university later released [an internal report](#) revealing emails from administrators and regents showing that the hiring process was atypical and that political issues over DEI played a role. The report also showed Bermúdez had told McElroy that being “a black woman who worked at The New York Times” with a DEI background was a problem.

Such blatant discrimination is outrageous. But the problem is worse than many realize.

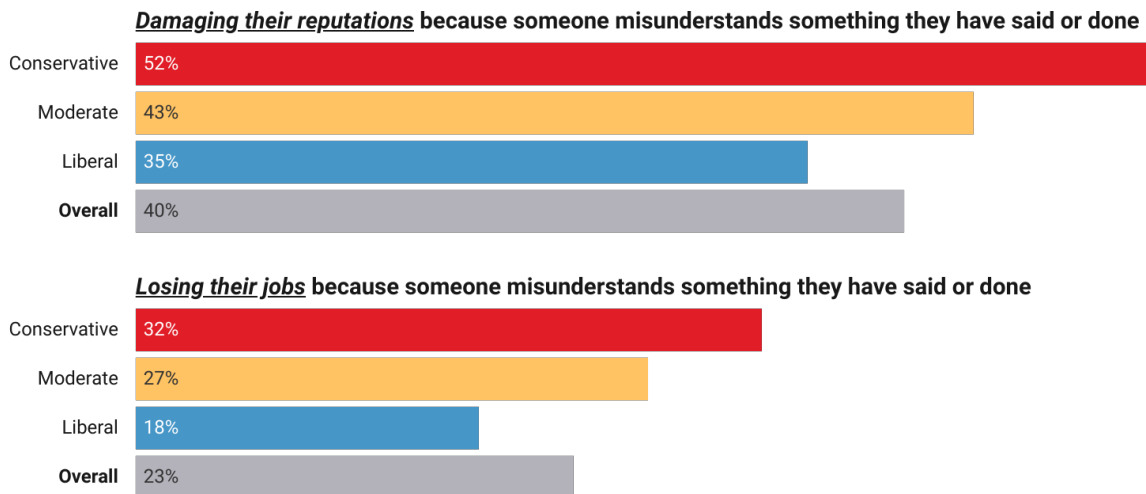
Free Expression and Academic Freedom on Campus: The Data

To better understand what college and university faculty are currently experiencing on campus, particularly related to free expression and academic freedom issues, FIRE conducted a national survey, and received responses from more than 6,000 faculty across the country. Among them, an incredible 23% say their own departments are “somewhat” or “very” hostile toward people with their political beliefs. Even more alarming, 23% say they worry about being fired over a misunderstanding about something they say or do.

This means approximately one in four of our nation’s faculty are living in fear of experiencing what happened to McElroy, or something like it. As one professor at Indiana University, Bloomington, told us, “Although I am more in the middle of the road and have viewpoints on both sides, I feel like I need to keep my mouth shut or I would be ostracized or fired.”

But it gets worse.

Many faculty, especially ■ moderates and ■ conservatives, are worried about:

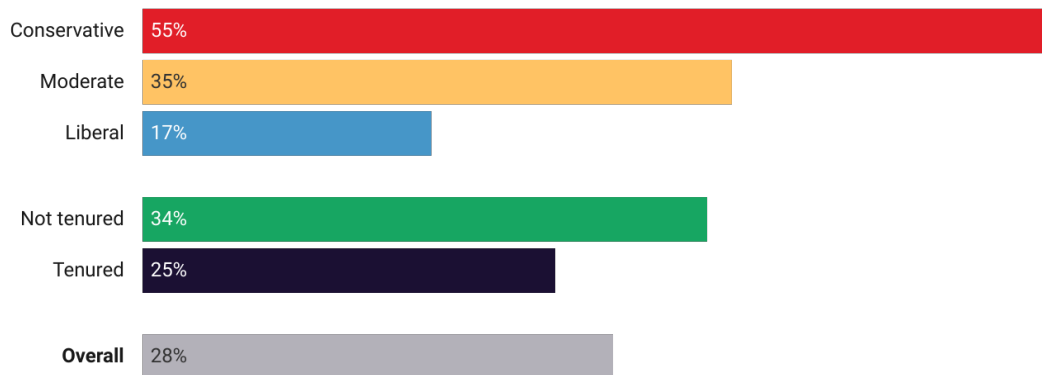


Note: Percents are those who indicated they are “somewhat” or “very” worried. N range: 5498 to 5856.

Chart: Nathan Honeycutt • Source: FIRE’s 2024 Faculty Survey

Not only are faculty like McElroy concerned they will be targeted for their viewpoints, but some are disproportionately more afraid, and certain views are more targeted than others. Only 17% of liberal faculty say they at least occasionally hide their political views in order to keep their jobs, compared to a staggering 55% of conservative faculty who say the same. And this fear is more prevalent among faculty who do not have tenure than those that do.

Three times as many ■ conservative, compared to ■ liberal, faculty at least occasionally hide their political beliefs from other faculty in an attempt to keep their jobs.



Note: Percents are those who indicated they "occasionally, once or twice a month," "fairly often, a couple times a week," or "very often, nearly every day" hide their political beliefs from other faculty in an attempt to keep their job.

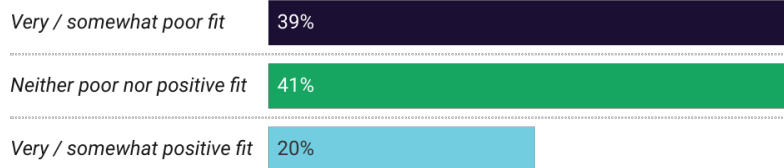
"Not tenured" includes those on the tenure track but not tenured, and those not on the tenure track. N range: 5187 to 5500.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

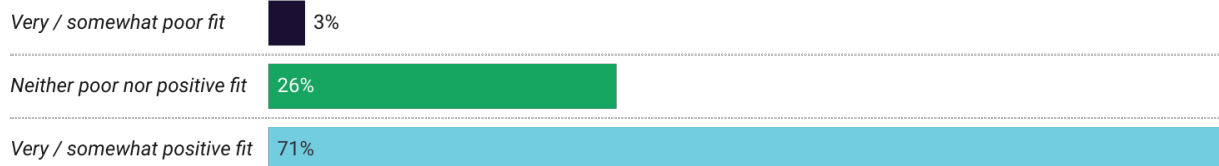
Furthermore, and perhaps closely associated with these findings, faculty are skeptical that conservatives would even be welcome in their department. Specifically, while nearly three-quarters of faculty said a liberal individual would be a positive fit in their department, only one in five said the same about a conservative individual. While there are likely differences between academic disciplines, overall most faculty indicate that conservatives would be out of place in their department. And in higher education, "poor fit" can usually be translated as "not admitted," "not hired," or "not promoted."

Few faculty indicated a conservative would fit well in their department.

A conservative individual would be a ...



A liberal individual would be a ...



Q1, Q2: "How well would a [conservative / liberal] individual fit in your department?" N range: 5361 to 5365.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

These disparities and differences may be emblematic of deeper issues within parts of the academy, as underlying these findings is the reality that ideological diversity within the academy continues to shrink.¹ Ample prior research has documented hostility, stigma, and willingness to discriminate among university faculty,² but it is unclear if such experiences are unique to faculty, or if some students may be aware of this dynamic and perhaps even have similar experiences.

If students, or even early career academics, lack role models or faculty they can trust — perhaps because certain faculty are too few in number, or perhaps because these faculty fear for their job and keep quiet — they may fail to receive sufficient mentoring, research opportunities, or other intangibles that are essential for success in college and advancement to graduate school, placing them at an immediate point of disadvantage.

“Conservative students have often shared things with me because they know they can trust me,” a professor at Kansas State University said. “One student came to me and said he was dropping a class in another college. His comment was that the professor’s rant on day one basically told him that the professor ‘hates people like us.’ In my opinion, no student — liberal or conservative — should ever feel that way.”

Freedom of speech is crucial in an academic setting because the open exchange of ideas is the best way we have of discerning what is true — and because when you silence speech for political reasons, you risk silencing facts that might just be politically incorrect.

Consider the case of biology professor Johnson Varkey, whom St. Philip’s College reportedly fired for saying X and Y chromosomes determine biological sex.

According to a letter sent to the college by First Liberty, a religious nonprofit and legal organization representing Varkey, Varkey explained chromosomal sex determination during his Human Anatomy and Physiology class in November 2022. Four students walked out of class and the college later told Varkey he was under investigation for an ethics violation before terminating his contract.

FIRE asked the college to reverse course and meet its First Amendment obligations, which it did by reinstating Varkey a year later. But stories like this are all too common. And this creates a terrible chilling effect among faculty in America. In fact, more than one-third (35%) of faculty say they have recently toned down their writing for fear of causing controversy. But it has not always been this way. When researchers asked this identical question at the end of the McCarthy era — during the Cold War when there was substantial pressure to restrict faculty expression — only 9% of social scientists answered this way.³

1 Honeycutt, N. (2024). The politics of university faculty. <https://doi.org/10.31234/osf.io/dnxqh>

2 Adekoya, R., Kaufmann, E., & Simpson, T. (2020). Academic freedom in the UK: Protecting viewpoint diversity. *Policy Exchange*. <https://policyexchange.org.uk/publication/academic-freedom-in-the-uk-2/>

Honeycutt, N. (2022). Manifestations of political bias in the academy. Unpublished dissertation, Rutgers University. <https://doi.org/10.7282/t3-2y4z-7009>

Honeycutt, N., & Freberg, L. (2017). The liberal and conservative experience across academic disciplines: An extension of Inbar and Lammers. *Social Psychological and Personality Science*, 8(2), 115–123. <https://doi.org/10.1177/1948550616667617>

Inbar, Y., & Lammers, J. (2012). Political diversity in social and personality psychology. *Perspectives on Psychological Science*, 7(5), 496–503.

Kaufmann, E. (2021). Academic Freedom in Crisis: Punishment, Political Discrimination, and Self-Censorship. CSPI. <https://cspicenter.org/reports/academicfreedom/>

Peters, U., Honeycutt, N., Block, A. D., & Jussim, L. (2020). Ideological diversity, hostility, and discrimination in philosophy. *Philosophical Psychology*, 1–38. <https://doi.org/10.1080/09515089.2020.1743257>

3 Lazarsfeld & Thielens, Jr. (1958).

1 in 3

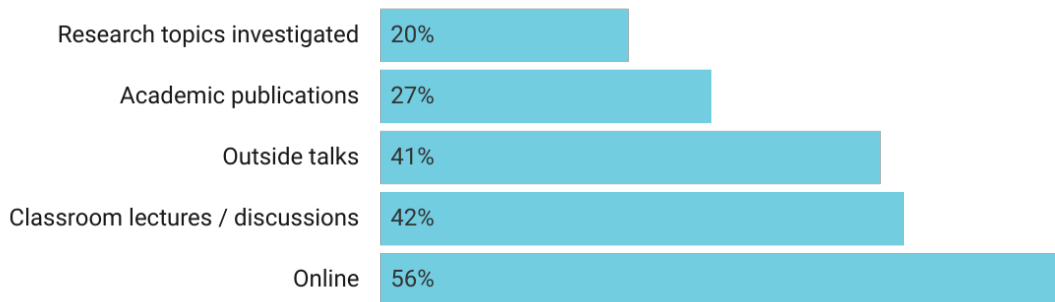
faculty have recently
toned down their writing for
fear of causing controversy.

N=5014; Source: FIRE's 2024 Faculty Survey

But it's not just that faculty are toning down their writing for fear of causing a controversy. Faculty today are also *preemptively* silencing themselves in their own research and writing.

Depending on the context, at least one out of every five faculty report that they are likely to self-censor in some way, whether it be in conversations, or in the topics they choose to study and investigate, in their academic writing, in the talks they give, what they say in email or online, or even in what they discuss in class while teaching.

One-in-five or more faculty report self-censoring in professional contexts.



Note: Percents are those who indicated they are "likely," "very likely," or "extremely likely" to self-censor in these areas. See question wording in appendix. N range: 5630 to 5672.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

One-in-four faculty report frequently self-censoring in conversations with:



Note: Percents are those who indicated they "fairly often, a couple times a week," or "very often, nearly every day," self-censor in these conversations. See question wording in appendix. N range: 5644 to 5696.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

Importantly, too, faculty are not conflating self-censorship with being polite or professional — that would be categorically different.⁴ Rather, consistent proportions of faculty report that they are likely to refrain from sharing their views in various professional and conversational contexts for fear of social, professional, legal, or violent consequences.

How can faculty help students reach their maximum potential while holding themselves back?

Consider the following comments and the suffocating climate of fear in which so many professors appear to struggle. As one Texas A&M professor reported, “I am starting (for the first time in my career) to censor myself out of a desire for self-preservation. I say nothing at all in faculty meetings now, if I attend at all.”

According to another professor at UT Austin, “Even as a tenured full professor, I feel pressure to conceal certain opinions. The atmosphere in certain academic units can be cult-like and fascistic and I really feel I have to pick my battles.”

Instead of speaking openly and pursuing bold new ideas, many American faculty appear to keep their heads low and live in fear. In fact, 27% of faculty say they often feel they can’t express their opinions because of how administrators, other faculty, or students might respond. And this jumps to 64% when adding in faculty who said they “occasionally” feel this way.

One-in-four faculty and nearly half of ■ conservative faculty feel they can’t express their opinion on a subject because of how other faculty, students, or the administration would respond.



Note: Percents are those who indicated they "fairly often, a couple times a week" or "very often, nearly every day" feel this way. "Not tenured" includes those on the tenure track but not tenured, and those not on the tenure track. N range: 5370 to 5924.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

⁴ When asked about self-censorship in the survey, faculty participants were presented with the following: “This next series of questions asks you about self-censorship in different settings. For the purpose of these questions, self-censorship is defined as follows: Refraining from sharing certain views because you fear social (e.g., exclusion from social events), professional (e.g., losing job or promotion), legal (e.g., prosecution or fine), or violent (e.g., assault) consequences, whether in person or remotely (e.g., by phone or online), and whether the consequences come from state or non-state sources.”

When faculty were asked to share a salient moment when they felt unable to express their opinion because of how others might respond, the most frequently cited topic in examples shared was DEI or diversity-related issues. The Israeli-Palestinian conflict was also frequently cited.

One professor at the University of Virginia said that when the university decided to install a DEI administrator, “our Dean stated flatly, and publicly, that they wished they could do away with tenure protections and fire anyone who disagreed.”

“You cannot question DEI,” said a University of Michigan professor, “cannot reason against DEI, or speak about anything related to DEI (unless you constantly virtue signal and support it unquestionably). DEI is the McCarthyism of the current times.”

What might undergird or drive this climate of fear? For some it is administrators, governing boards, or politicians, as [many faculty](#) believe these groups are at fault for escalating tensions over campus speech. “The top administration will do nothing to offend the politically appointed board of regents in my state,” said one University of Georgia professor.

Though most faculty (85%) report their college administration never pressures them to avoid researching controversial topics, a consistent cohort reports self-censoring in conversations with administrators on campus and a lack of trust in how their administration would handle speech-related issues. Specifically, one in three faculty (36%) say it is unclear that their college administration protects free speech on campus, and a quarter (28%) say they do not think their administration would defend a speaker’s rights to express their views if a controversy emerged about the speech being offensive.

Alternatively, students may play a role in faculty self-censorship. Overall 42% of faculty report being likely to self-censor in classroom discussion or lectures. This is consistent with [other research](#) using FIRE’s Scholars Under Fire data, which suggests students are typically the central actors in targeting incidents,⁵ particularly when these incidents come from the left. And in one study, upwards of [70% of students](#) reported thinking that professors who say something offensive should be reported. As such, some faculty now say they “prep longer, worry more, and don’t talk about potentially controversial topics.”⁶

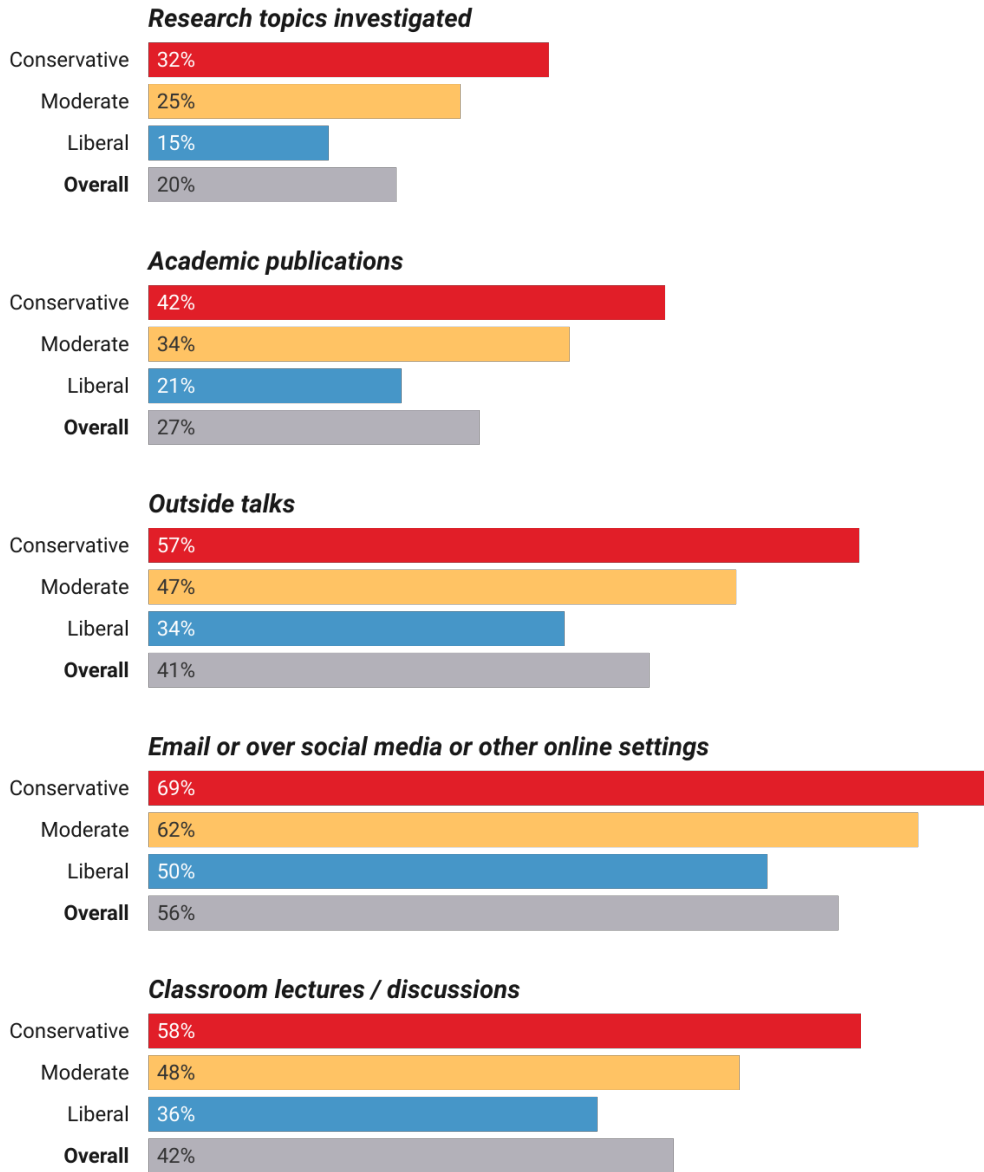
These self-censorship dynamics, according to participants in this study, are more prevalent and salient to conservative faculty, but also more pronounced for faculty who have weaker job protections. Larger proportions of faculty without tenure indicated they would likely self-censor across all of the professional contexts asked about in the survey.

5 A targeting incident as a campus controversy involving efforts to investigate, penalize or otherwise professionally sanction a scholar for engaging in constitutionally protected forms of speech. See the [SUF Database Userguide](#) for more information.

6 Anderson, S., Gravett, S., & McCaughey, M. (2023). “I Prep Longer, Worry More, and Don’t Talk about Potentially Controversial Topics in My Field”: The Impact of Student Complaints on Faculty Work. *Academic Labor: Research and Artistry*, 7(1).

Likelihood of self-censorship is more prevalent among conservative faculty.

Percent of faculty, by ideology, reporting they are likely to self-censor in ...

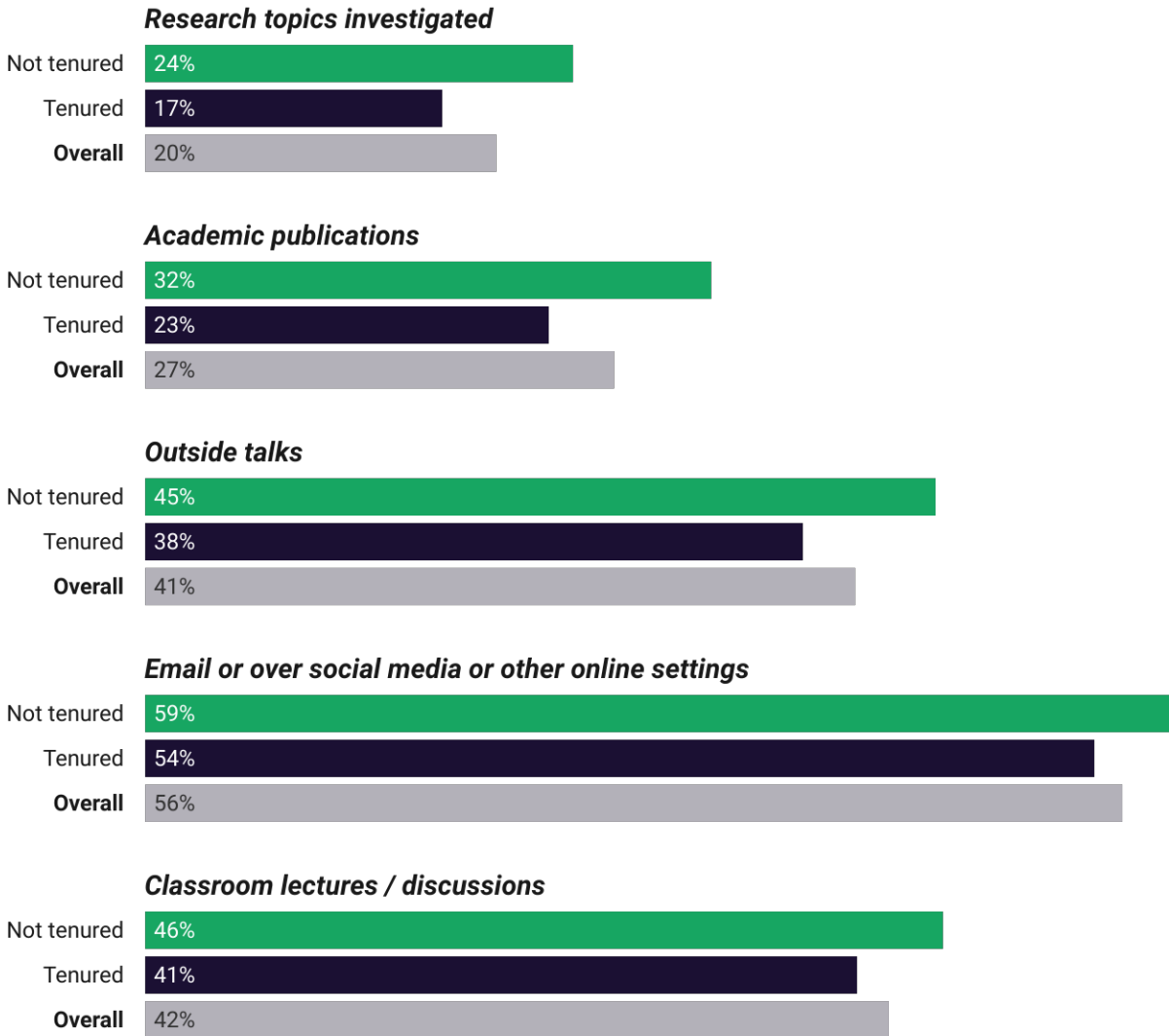


Note: Percents are those who indicated they are "likely," "very likely," or "extremely likely" to self-censor in these areas. N range: 5300 to 5672.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

Likelihood of self-censorship is more prevalent among ■ faculty without tenure.

Percent of faculty, by tenure status, reporting they are likely to self-censor in ...



Note: Percents are those who indicated they are "likely," "very likely," or "extremely likely" to self-censor in these areas. "Not tenured" includes those on the tenure track but not tenured, and those not on the tenure track. N range: 5291 to 5672.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

If professors without tenure are more likely to remain silent, this suggests faculty are likely self-censoring in order to protect their very livelihoods.

“After speaking up during a faculty meeting,” said one Cornell professor, “a senior member of the faculty pulled me into their office and told me, for the sake of my tenure track vote, that I needed to ‘shut the f*** up.’”

But it is also worth noting that even notable percentages of professors *with* tenure indicate they would censor themselves, suggesting that many of these faculty simply do not believe that their universities will honor the terms of their tenure if they offend the wrong people.

And although self-censorship appears, on average, to impact conservative professors more than liberal ones, that is not the whole story. A professor at a flagship state university in the South told us, “I am an untenured Black professor in a state that is trying to ban discussions of racism. There are many things I don’t feel comfortable saying to my colleagues or in public, at risk of backlash from our ultra-conservative legislature.”

As explored and discussed in other research and writing,⁷ higher education operates under the shadow of a social-reputational system, whereby the success of individual academics is highly contingent on favorable evaluations from others at every important career milestone.⁸ Thus, even if a scholar may hold views largely consistent with the majority, the primary incentive system in higher education doesn’t encourage faculty to research, publish, give talks, or perhaps even teach about topics that may be controversial. Such pressures are often more acute for faculty without tenure, who are encouraged to wait till they have tenure to explore certain topics. Because, as one University of Nebraska professor was told, “being outspoken could jeopardize my future employment.” The data herein appear to bear this out.

The reality of this pressure to conceal is further reinforced by faculty-reported experiences of discipline. One out of every seven faculty (14%) say they have faced discipline or threats of discipline for either their teaching, research, talks, or other off-campus speech. Though as one Columbia professor observed, “One doesn’t fear discipline so much as one fears being shadowbanned, or placed on a blacklist. Everything happens through gossip and collusion.”

7 Honeycutt, N., & Jussim, L. (2022). On the Connection Between Bias and Censorship in Academia. <https://doi.org/10.31234/osf.io/4f9va>

8 Milestones, or the need for favorable evaluations, may include admission to graduate school, publishing in peer-reviewed journals, being invited to give talks, presenting at conferences, obtaining fellowships or grants, receiving awards, getting a job, attaining tenure and promotions.

In total, **14%** of faculty report having been disciplined or threatened with discipline for at least one of these:



N range: 4986 to 5379; Source: FIRE's 2024 Faculty Survey

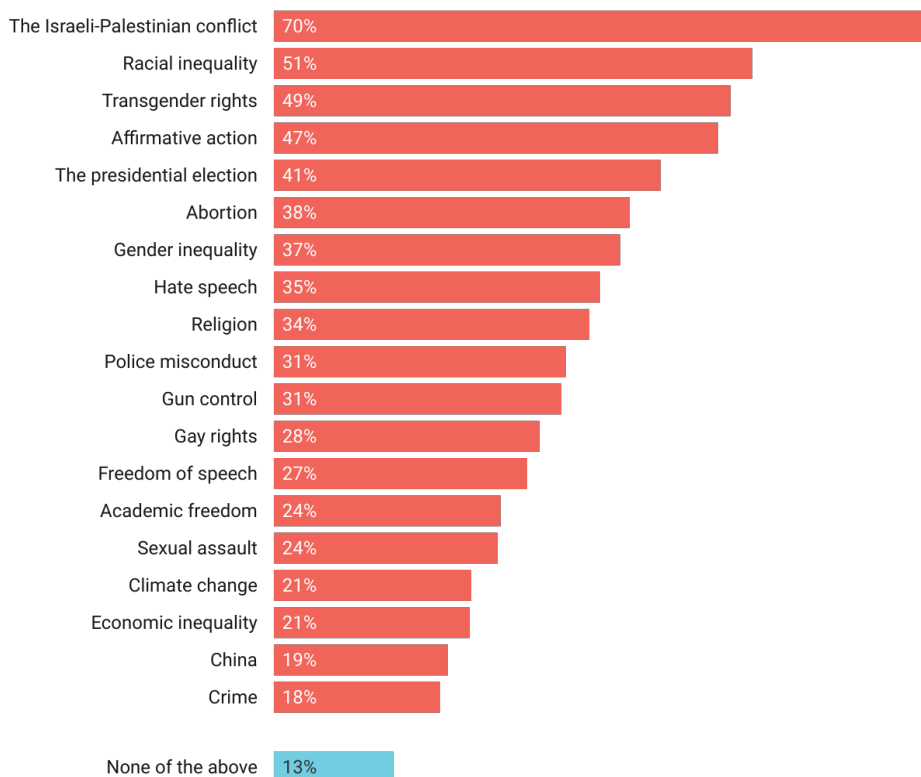
What's more, although one in seven respondents having faced discipline or threats of discipline may seem low, if this rate is consistent even within just the broader population of half a million full-time faculty in the United States, then incidents are exponentially higher than the already more than 1,300 [and rising](#) incidents documented in FIRE's [Scholars Under Fire Database](#).

If faculty are fearful of being misunderstood, or are being disciplined or threatened with discipline, this only makes it more difficult to discuss important yet controversial issues. If faculty like McElroy are canceled for their affiliations and research interests, or others like [Dorian Abbot](#) are prevented from giving talks in their areas of expertise because of other views they hold, there remains a diminishing incentive for academics to speak openly.

Over the past year, the Israeli-Palestinian conflict has been front of mind for many. It is one of the most pressing and significant issues of our time. Yet 70% of faculty say they have difficulty talking openly and honestly about this topic on their campus — and this approached 90% on campuses such as Columbia, Stanford, and Rutgers (see individual school pages). Many faculty also say they have difficulty talking openly about racial inequality (51%), transgender rights (49%), affirmative action (47%), and the presidential election (41%).

If faculty do not feel comfortable — for any number of reasons — discussing important issues of the day, students lose a valuable opportunity to learn about the world around them.

Many faculty report difficulty having an open and honest conversation on their campus about important issues.



Note: Percents reflect those that selected the topic. Faculty were prompted to "select all that applied." N=5593

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

“The universities have traded ideas for ideology,” a University of Michigan professor told us. “I never feel comfortable speaking about issues related to DEI or transgender issues. The university I work at has adopted a stance on both of these issues that cannot be question[ed] without fear of reprisal, sanction, or ostracization from the academic community.”

Meanwhile at the University of Illinois, Chicago, another professor observed, “I wanted to sign a letter in support of the call for a ceasefire in Palestine, but I didn’t because I was afraid of being doxxed for supporting Palestine. It’s not that I expected anyone at the university to dox me, but I don’t feel confident that the university would defend or protect me if it happened.”

Yet there remains a glimmer of hope.

Although only a little more than a quarter (27%) of faculty think academic freedom is secure on their campuses, many (45%) have “quite a lot” or “a great deal” of confidence in U.S. colleges and universities — much more than the [American public](#). Faculty may lack faith that academia will uphold its foundational principle of exchanging ideas, but they remain invested in it.

Only 27%

of faculty think academic freedom is secure on their campus today.

Percent includes those selecting "very secure" or "completely secure." N=5596

45%

of faculty are confident in U.S. colleges and universities.

Percent includes those indicating they have "quite a lot" or "a great deal" of confidence. N=5495

Source: FIRE's 2024 Faculty Survey

Given the state of the faculty, what can institutions do to preserve and strengthen academic freedom, and foster campus climates supportive of free expression?

First, universities should adopt official positions of [institutional neutrality](#) on social and political issues — something a supermajority of faculty support at both the institutional (66%) and departmental (70%) level. When colleges adopt official institutional positions on issues outside their mission, they risk establishing a campus orthodoxy that chills speech and undermines the knowledge-generating process. By not tethering itself to a particular position, on the other hand, the neutral college welcomes the fullest range of views, and reaps the benefit of the wisdom produced by the resulting debate. As the University of Chicago's "[Kalven Report](#)" puts it, "The university is the home and sponsor of critics; it is not itself the critic."

Two in three faculty support institutional neutrality.

Colleges and universities should ...

Not take positions on political and social issues.

66%

Be free to take positions on political and social issues, even if some students and faculty disagree.

34%

Official faculty units (e.g., departments) should ...

Not take positions on political and social issues.

70%

Be free to take positions on political and social issues, even if some in the unit disagree.

30%

Two questions. For each: "Which of the following statements comes closer to your view?" N range: 5531 to 5542.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

"Public universities are funded using public funds," said one professor at Clemson University, "so I STRONGLY believe they should maintain neutrality. It is not mine or the university's role to indoctrinate or influence. We are simply here to share knowledge so that the receiver can use that knowledge how THEY want to use it."

An additional option is to [commit](#) to a version of the [Report of the Committee on Freedom of Expression](#) at the University of Chicago, better known as the “Chicago Statement.”

Or not sanction faculty for their contrarian arguments.

On that note, consider the [case](#) of computer science professor Stuart Reges. When the University of Washington encouraged faculty to include a statement in each course syllabus acknowledging that the university sits on land once held by the Coast Salish tribes, Reges decided to express his disagreement.

“I acknowledge that by the labor theory of property,” Reges began his parody statement, “the Coast Salish people can claim historical ownership of almost none of the land currently occupied by the University of Washington.”

But when a handful of students and staff complained, the university removed his syllabus from the course website, encouraged students to file complaints against him, siphoned away his students to a newly created second offering of his class to be taught by another professor, and launched a year-long investigation into Reges, an award-winning professor, over allegations that his statement violated university anti-harassment policy.

When demands for censorship arise, university leaders must remind their campus community that free speech is essential to learning and to the mission of the institution. When leaders do this boldly, clearly, early, and consistently, censorship demands dissipate. When leaders fail to do so — or when they give into demands for censorship — the demands grow and future calls for censorship are incentivized.

With FIRE’s help, Reges stood up for his academic freedom. FIRE filed suit in federal court demanding that the university stop retaliating. The district court ruled in favor of the university, misapplying Supreme Court precedent to find that the university’s interest in preventing “disruption” outweighed Reges’ interest in expressing his opinion.

Thankfully, Reges has received support from [civil liberties organizations](#) across the country in his appeal before the U.S. Court of Appeals for the Ninth Circuit.

The outcome of Reges’ appeal in the Ninth Circuit will have national ramifications, but already his case serves to illustrate the need for colleges and universities to explicitly encourage conversation on important and often controversial topics, including topics such as DEI and the efficacy of DEI statements for faculty hiring and promotion.

In recent years, colleges have required faculty and students to demonstrate their commitment to DEI, which has been subject to heated debate. As [FIRE](#) and [others](#) have articulated, these requirements too easily function as ideological litmus tests that threaten enrollment, employment, and advancement opportunities for those who dissent from prevailing views, or even for those who may hold unorthodox views. Attempts to require fealty to any given ideology or political commitment — whether “patriotism” or “social justice” — should not take root at any college committed to expressive freedom.

Similar to findings in our previous research,⁹ 50% of faculty think it is rarely or never justifiable for universities to make faculty candidates submit statements pledging commitment to DEI before being considered for a job.¹⁰ And 52% think it is rarely or never acceptable for universities to make faculty do so in order to be considered for promotion or tenure.

Faculty are split on how justifiable or acceptable DEI statements are for hiring and promotion.

DEI statement pledges in hiring are ...



DEI Statements for promotion / tenure are ...



Q1: "Some universities require applicants for faculty positions to submit statements pledging commitment to diversity, equity, and inclusion before being considered for a job. How justifiable, if at all, is this requirement in the university hiring process?" Q2: "How acceptable, if at all, is it for universities to require faculty commitments to diversity, equity, and inclusion in order to be considered for promotion/tenure?" N range: 5506 to 5518.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

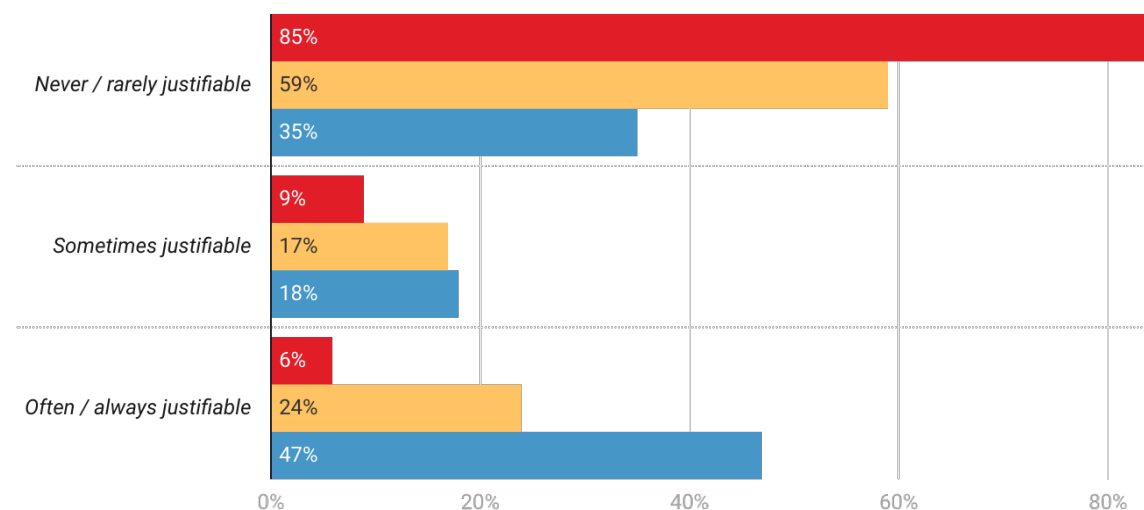
Ideological differences also emerged. Honing in on DEI statements for hiring, most moderate and nearly all conservative faculty indicated statements pledging commitment to DEI are “never” or “rarely” justifiable. Liberal faculty, on the other hand, were mixed, nearly half saying the statements are “often” or “always” justifiable, with a third saying they are “never” or “rarely” justifiable.

⁹ Honeycutt, N., Stevens, S.T., & Kaufmann, E. (2023). The Academic Mind in 2022: What Faculty Think About Free Expression and Academic Freedom on Campus. The Foundation for Individual Rights and Expression. <https://www.thefire.org/research-learn/academic-mind-2022-what-faculty-think-about-free-expression-and-academic-freedom>

¹⁰ As some may point out, DEI statements are not always required, and are not always asking candidates to pledge their commitment to DEI. Future surveys should explore this nuance by also asking faculty to indicate how justifiable DEI statements are, e.g., if offered as a way for faculty to discuss their actions and efforts, if offered as an optional or voluntary component, and/or if used as a screening tool/device.

Most conservative and moderate faculty do not think DEI statements for hiring are justifiable; Liberal faculty are split.

DEI statement pledges in hiring are ...



Q: "Some universities require applicants for faculty positions to submit statements pledging commitment to diversity, equity, and inclusion before being considered for a job. How justifiable, if at all, is this requirement in the university hiring process?" N=5204.

Chart: Nathan Honeycutt • Source: FIRE's 2024 Faculty Survey

“Our campus adopted DEI statements as part of the hiring and promotion processes,” said a professor at UC Davis. “They are considered ‘voluntary’ in the promotion process, but to not submit one would be tantamount to admitting that you don’t believe in the goals and implementation of DEI policies. They are essentially required for promotion and to discuss the opinion that these statements amount to loyalty oaths would be career suicide.”

Or as a University of Washington professor explained, “Any criticism of mandatory DEI statements as conditions of employment or promotion are silenced at all levels.”

Despite [how prevalent](#) DEI statements are for faculty hiring, DEI statements are not a settled issue among faculty. As such, more creative and innovative solutions for DEI are needed, but we will know we are on the right path when our efforts do not encroach on academic freedom or cause some of our finest minds to live in fear.

Curiosity, dissent, devil’s advocacy, thought experimentation, and talking across lines of difference are all essential in higher education — both for faculty to model, and for students to learn. Institutions would benefit from clearly explaining and prioritizing these values in the hiring and admissions processes so there is not a mismatch between expectations and the reality of a liberal education.

Conclusion

For many college and university faculty — especially those without tenure or those in the ideological minority — the findings herein indicate that concerns over self-censorship in academia are not overblown. Many faculty engage in self-censorship in professional contexts, in conversations, and report not being able to have an open and honest conversation on campus about important issues of the day.

These experiences are not universal — numerous faculty do not self-censor and have highly positive experiences on their campus. But many other faculty fear damaging their reputations and losing their jobs, and more today than during the McCarthy era report toning down their writing because they are worried it might cause too much controversy.

For some, the fear and worry is quite substantial. As one professor from a small liberal arts college told us, “I almost avoided filling out the survey for fear of losing my job somehow, [and I] waited about two weeks before getting the courage to take the risk in filling it out.”

Academic freedom may technically exist, but many faculty appear to lack faith that it will be there to protect them — their work, their reputations, or their jobs — in times of need. For many, the risks today are just too high.

A climate of this type is not sustainable for higher education, at least not if higher education desires to uphold its truthseeking and knowledge-producing mission. The academy needs courageous faculty who are not afraid to research, write about, or teach topics that some may shy away from because they are labeled as controversial — to ask and investigate unasked and unanswered questions. And the academy needs more faculty who are not afraid to support colleagues who themselves are afraid, or who have been targeted and have come under fire for their speech or academic endeavors. Consistent support from institutional administrations would not hurt either.

FIRE, too, stands ready to help protect and defend free expression and academic freedom within higher education, in part by continuing to provide data illuminating the climate and experiences of today’s college and university faculty.

In his inaugural address to the campus, Stanford University President Jonathan Levin shared his aspirations for the campus, stating that “the university’s purpose is not political action or social justice. It is to create an environment in which learning thrives.” Levin’s hope is that the university would “be open-minded ... foster[ing] a culture that embraces inquiry and curiosity” and “be open to new ideas.”

If increasing numbers of colleges and universities also pursue these values, it is likely that future surveys of faculty concerning free expression and academic freedom will report substantially different findings.

Methodology

The FIRE Faculty Survey was fielded from March 4 to May 13, 2024. No donors took part in any part of the project. All methods received IRB approval from the Cal Poly, San Luis Obispo Institutional Review Board prior to data collection, and the instrument was hosted on a secure Qualtrics site.

SAMPLE

A national sample of 6,269 tenured, tenure track, and non-tenure track faculty participants was recruited from 55 U.S. colleges and universities (see Map, and Table 1). These 55 colleges and universities constituted the first set of universities sampled by FIRE in 2020 for the [first iteration](#) of the College Free Speech Rankings (“CFSR”) and include most elite private institutions and many flagship state universities. Within each university, participants were recruited from all undergraduate-facing departments. Faculty from professional schools such as law schools, medical schools, veterinary schools were excluded, though faculty from these schools who hold joint appointments in other departments may have been included. For each department, publicly available department web pages and online rosters were used to create a list of eligible faculty participants. Participants had to be clearly identified as active faculty within the department. As such, emeritus individuals, graduate students, and staff were not included. Those with invalid email addresses, and those who had no email address listed were not included.



Faculty participants were recruited from 38 **public** and 17 **private** colleges and universities.

Map: Nathan Honeycutt · Created with Datawrapper

In total, a list of 112,510 potential faculty participants was generated. Following other recent studies of university faculty¹¹ it was anticipated that approximately 2-7% would participate. The final sample reflects a 5.57% response rate. See Table 1 for the number of responses received from each institution.

TABLE 1. UNIVERSITIES SAMPLED NATIONWIDE, AND NUMBER OF RESPONSES RECEIVED

University	Number of Responses
Arizona State University	222
Brigham Young University, Provo	148
Brown University	84
Clemson University	88
Columbia University	130
Cornell University	106
Dartmouth College	46
DePauw University	17
Duke University	80
Georgetown University	105
Harvard University	132
Indiana University, Bloomington	164
Kansas State University	60
Louisiana State University	78
Northwestern University	45
Ohio State University	159
Oklahoma State University	58
Pennsylvania State University, Main campus	200
Princeton University	96
Rutgers University, New Brunswick	177
Stanford University	59
Syracuse University	98
Texas A&M University, College Station	166
University of Alabama, Tuscaloosa	77
University of Arizona	136
University of Arkansas	49

11 Honeycutt, N., Stevens, S. T., & Kaufmann, E. (2023). The Academic Mind in 2022: What Faculty Think About Free Expression and Academic Freedom on Campus. The Foundation for Individual Rights and Expression. <https://www.thefire.org/research-learn/academic-mind-2022-what-faculty-think-about-free-expression-and-academic-freedom>

Kaufmann, E. (2021). Academic Freedom in Crisis: Punishment, Political Discrimination, and Self-Censorship. CSPI. <https://cspicenter.org/reports/academicfreedom/>

University of California, Berkeley	156
University of California, Davis	117
University of California, Los Angeles	123
University of Chicago	115
University of Colorado, Boulder	115
University of Georgia	144
University of Illinois, Chicago	82
University of Illinois, Urbana-Champaign	199
University of Iowa	81
University of Michigan	274
University of Minnesota, Twin Cities	216
University of Missouri, Columbia	92
University of Nebraska, Lincoln	137
University of North Carolina, Chapel Hill	145
University of Oklahoma	62
University of Oregon	30
University of Pennsylvania	121
University of South Carolina, Columbia	83
University of Tennessee, Knoxville	91
University of Texas, Austin	204
University of Texas, Dallas	48
University of Utah	89
University of Virginia	118
University of Washington, Seattle	186
University of Wisconsin, Madison	124
Virginia Tech University	122
Wake Forest University	55
Washington State University	65
Yale University	86
Institution Unknown	9
Total:	6269

MEASURES

Using as guides questionnaires implemented in similar research,¹²² a modified and expanded instrument was constructed (see topline for question wording).

PROCEDURE

The author emailed participants with an invitation to participate in the study. The email was followed by a reminder email to participants who had not yet started or completed the survey. Upon opening the survey online, participants were presented with the informed consent. Upon agreeing to the informed consent, participants completed the survey.

SAMPLE DEMOGRAPHICS

Demographic frequencies can be found in Table 2.

122 Honeycutt, N. (2022). Manifestations of political bias in the academy. Unpublished dissertation, Rutgers University. <https://doi.org/10.7282/t3-2y4z-7o09>
Honeycutt, N., & Freberg, L. (2017). The Liberal and Conservative Experience Across Academic Disciplines: An Extension of Inbar and Lammers. *Social Psychological and Personality Science*, 8(2), 115–123. <https://doi.org/10.1177/19485506166667617>
Honeycutt, N., Stevens, S. T., & Kaufmann, E. (2023). The Academic Mind in 2022: What Faculty Think About Free Expression and Academic Freedom on Campus. The Foundation for Individual Rights and Expression. <https://www.thefire.org/research-learn/academic-mind-2022-what-faculty-think-about-free-expression-and-academic-freedom>
Stevens, S. T. (2023). 2024 College Free Speech Rankings. The Foundation for Individual Rights and Expression. https://www.thefire.org/sites/default/files/2023/09/CFSR%202024_final_updated.pdf

TABLE 2. DEMOGRAPHIC FREQUENCIES

GENDER	
Female	2008
Male	4010
Not listed / declined to state	204
Missing (left blank)	47
RACE/ETHNICITY	
American Indian or Alaska Native	13
Asian or Southeast Asian	390
Black or African-American	140
Hispanic or Latino(a)	145
Middle Eastern / North African	124
Native Hawaiian or Other Pacific Islander	2
White	4744
Multiracial	468
Not listed / other	243
Missing (left blank)	0
AGE	
18-24	2
25-34	303
35-44	1138
45-54	1299
55-64	1254
65-74	830
75 and older	194
Missing (left blank)	1249
POLITICAL IDEOLOGY	
Far Left	508
Liberal	2196
Slightly liberal	1011
Moderate, Middle-of-the-road	1095
Slightly conservative	487
Conservative	521
Far Right	31
Something else	391
Missing (left blank)	29

POLITICAL PARTY	
Strong Democrat	1994
Weak Democrat	724
Independent, lean Democrat	1121
Independent	788
Independent, lean Republican	397
Weak Republican	201
Strong Republican	227
Libertarian	184
Green party	50
Something else	495
Missing (left blank)	88
POSITION	
Distinguished professor	589
Full professor	2140
Associate professor	1263
Assistant professor	943
Lecturer	494
Adjunct	218
Instructor	142
Other	428
Missing (left blank)	52
AREA	
Engineering	745
Business	445
Social Sciences	1593
Humanities	1087
Physical Sciences	777
Life Sciences	767
Education	255
Agriculture	171
Fine Arts	370
Other	26
Missing (left blank)	33

RELIGION	
Protestant	1146
Roman Catholic	714
Mormon	223
Eastern or Greek Orthodox	89
Jewish	626
Muslim	101
Buddhist	89
Hindu	83
Atheist	968
Agnostic	697
Nothing in Particular	905
Something else	418
Missing (left blank)	228

2024 FIRE Faculty Survey: Topline Results

How clear is it to you that your college's administration protects free speech on campus?

	Freq	%
Not at all clear	752	12.6
Not very clear	1382	23.2
Somewhat clear	2060	34.6
Very clear	1307	22.0
Extremely clear	446	7.5
Total	5947	100.0

If a controversy over offensive speech were to occur on your campus, how likely is it that your college's administration would defend the speaker's right to express their views?

	Freq	%
Not at all likely	430	7.3
Not very likely	1192	20.2
Somewhat likely	2419	40.9
Very likely	1449	24.5
Extremely likely	420	7.1
Total	5910	100.0

On your campus, how often, if at all, have you felt that you could not express your opinion on a subject because of how other faculty, students, or the administration would respond?

	Freq	%
Never	894	15.1
Rarely	1251	21.1
Occasionally	2193	37.0
Fairly often, a couple times week	986	16.6
Very often, nearly every day	600	10.1
Total	5924	100.0

How worried, if at all, are you about damaging your reputation because someone misunderstands something you have said or done?

	Freq	%
Not at all worried	559	9.5
Not too worried	1376	23.5
Slightly worried	1588	27.1
Somewhat worried	1383	23.6
Very worried	950	16.2
Total	5856	100.0

How worried, if at all, are you about losing your job because someone misunderstands something you have said or done?

	Freq	%
Not at all worried	1776	30.4
Not too worried	1834	31.4
Slightly worried	909	15.5
Somewhat worried	792	13.5
Very worried	536	9.2
Total	5847	100.0

How much pressure do you feel to avoid discussing controversial topics in your classes?

	Freq	%
No pressure at all	1826	31.4
Some pressure	2164	37.2
A good deal of pressure	952	16.3
A great deal of pressure	881	15.1
Total	5823	100.0

This next series of questions asks you about self-censorship in different settings. For the purpose of these questions, self-censorship is defined as follows:

Refraining from sharing certain views because you fear social (e.g., exclusion from social events), professional (e.g., losing job or promotion), legal (e.g., prosecution or fine), or violent (e.g., assault) consequences, whether in person or remotely (e.g., by phone or online), and whether the consequences come from state or non-state sources.

How often do you to self-censor ... [Presented in randomized order]

... during conversations with other faculty on campus?

	Freq	%
Never	849	14.9
Rarely	1777	31.2
Occasionally, once or twice a month	1538	27.0
Fairly often, a couple times a week	987	17.3
Very often, nearly every day	545	9.6
Total	5696	100.0

... during conversations with administrators on campus?

	Freq	%
Never	861	15.3
Rarely	1822	32.3
Occasionally, once or twice a month	1468	26.0
Fairly often, a couple times a week	828	14.7
Very often, nearly every day	665	11.8
Total	5644	100.0

... during conversations with your students?

	Freq	%
Never	665	11.7
Rarely	1735	30.5
Occasionally, once or twice a month	1680	29.5
Fairly often, a couple times a week	1018	17.9
Very often, nearly every day	589	10.4
Total	5687	100.0

... during classroom discussions?

	Freq	%
Never	716	12.6
Rarely	1712	30.2
Occasionally, once or twice a month	1680	29.6
Fairly often, a couple times a week	962	17.0
Very often, nearly every day	597	10.5
Total	5667	100.0

How likely, if at all, are you to self-censor in... [Presented in randomized order]

... research topics investigated?

	Freq	%
Not at all likely	3466	61.4
Somewhat likely	1043	18.5
Likely	475	8.4
Very likely	343	6.1
Extremely likely	315	5.6
Total	5642	100.0

... academic publications?

	Freq	%
Not at all likely	2841	50.5
Somewhat likely	1281	22.8
Likely	601	10.7
Very likely	433	7.7
Extremely likely	474	8.4
Total	5630	100.0

... publications, talks, interviews, or lectures directed to a general audience?

	Freq	%
Not at all likely	1560	27.6
Somewhat likely	1807	31.9
Likely	902	15.9
Very likely	723	12.8
Extremely likely	665	11.8
Total	5657	100.0

... email or over social media or other online settings?

	Freq	%
Not at all likely	896	15.8
Somewhat likely	1618	28.5
Likely	1069	18.9
Very likely	964	17.0
Extremely likely	1121	19.8
Total	5668	100.0

... classroom lectures and discussions?

	Freq	%
Not at all likely	1276	22.5
Somewhat likely	1992	35.1
Likely	929	16.4
Very likely	752	13.3
Extremely likely	723	12.7
Total	5672	100.0

How acceptable, if at all, would you say it is for students to engage in the following action to protest a campus speaker? [presented in randomized order]

Shouting down a speaker to prevent them from speaking on campus.

	Freq	%
Never acceptable	3469	61.7
Rarely acceptable	1245	22.1
Sometimes acceptable	602	10.7
Often acceptable	183	3.3
Always acceptable	124	2.2
Total	5623	100.0

Blocking others from attending a campus speech.

	Freq	%
Never acceptable	4448	79.1
Rarely acceptable	733	13.0
Sometimes acceptable	292	5.2
Often acceptable	94	1.7
Always acceptable	57	1.0
Total	5624	100.0

Using violence to stop a campus speech.

	Freq	%
Never acceptable	5325	94.7
Rarely acceptable	201	3.6
Sometimes acceptable	57	1.0
Often acceptable	25	0.4
Always acceptable	17	0.3
Total	5625	100.0

How acceptable would you say it is for faculty to engage in the following action to protest a campus speaker? [presented in randomized order]

Shouting down a speaker to prevent them from speaking on campus.

	Freq	%
Never acceptable	4207	74.7
Rarely	958	17.0
Sometimes acceptable	337	6.0
Often acceptable	75	1.3
Always acceptable	56	1.0
Total	5633	100.0

Blocking others from attending a campus speech.

	Freq	%
Never acceptable	4828	85.8
Rarely	533	9.5
Sometimes acceptable	174	3.1
Often acceptable	50	0.9
Always acceptable	40	0.7
Total	5625	100.0

Using violence to stop a campus speech.

	Freq	%
Never acceptable	5410	96.2
Rarely	152	2.7
Sometimes acceptable	33	0.6
Often acceptable	15	0.3
Always acceptable	15	0.3
Total	5625	100.0

Some faculty say it can be difficult to have conversations about certain issues on campus. Which of the following issues, if any, would you say are difficult to have an open and honest conversation about on your campus? (select all that apply)

Topic	N	% selecting option
Abortion	2116	37.8%
Academic freedom	1350	24.1%
Affirmative action	2644	47.3%
China	1034	18.5%
Climate change	1174	21.0%
Crime	986	17.6%
Economic inequality	1160	20.7%
Freedom of speech	1503	26.9%
Gay rights	1581	28.3%
Gender inequality	2060	36.8%
Gun control	1705	30.5%
Hate speech	1941	34.7%
The Israeli-Palestinian conflict	3909	69.9%
Police misconduct	1738	31.1%
Racial inequality	2842	50.8%
Religion	1873	33.5%
Sexual assault	1324	23.7%
Transgender rights	2711	48.5%
The Presidential election	2305	41.2%
None of the above	704	12.6%

Which of the following statements comes closer to your view?

	Freq	%
Colleges/universities should be free to take positions on political and social issues, even if some students and faculty disagree.	1861	33.6%
Colleges/universities should not take positions on political and social issues.	3681	66.4%
Total	5542	100.0%

Which of the following statements comes closer to your view?

	Freq	%
Official faculty units (e.g., departments) should be free to take positions on political and social issues, even if some in the unit disagree.	1639	29.6%
Official faculty units (e.g., departments) should not take positions on political and social issues.	3892	70.4%
Total	5531	100.0%

Which of the following statements best expresses your opinion on the academic freedom of professors?

University professors should be free to express any of their ideas or convictions in the classroom . . .

	Freq	%
University professors should not be free to express their ideas or convictions in the classroom.	195	3.5
On any subject, as long as it's consistent with what is widely accepted within their field of expertise.	220	4.0
On any subject, as long as it's within their field of expertise.	2265	41.0
On any subject, as long as it's presented respectfully.	2396	43.3
On any subject.	454	8.2
Total	5530	100.0

University professors should be free to express any of their ideas or convictions outside of the classroom . . .

	Freq	%
University professors should not be free to express their ideas or convictions outside of the classroom.	26	0.5
On any subject, as long as it's consistent with what is widely accepted within their field of expertise.	47	0.8
On any subject, as long as it's within their field of expertise.	357	6.4
On any subject, as long as it's presented respectfully.	2470	44.4
On any subject.	2664	47.9
Total	5564	100.0

In your opinion, how secure is academic freedom on your campus today?

	Freq	%
Not at all secure	695	12.4
Not very secure	1317	23.5
Somewhat secure	2073	37.0
Very secure	1276	22.8
Completely secure	235	4.2
Total	5596	100.0

Some universities require applicants for faculty positions to submit statements pledging commitment to diversity, equity, and inclusion before being considered for a job. How justifiable, if at all, is this requirement in the university hiring process?

	Freq	%
This is never justifiable	1883	34.1
This is rarely justifiable	863	15.6
This is sometimes justifiable	875	15.9
This is often justifiable	908	16.5
This is always justifiable	989	17.9
Total	5518	100.0

How acceptable, if at all, is it for universities to require faculty commitments to diversity, equity, and inclusion in order to be considered for promotion/tenure?

	Freq	%
Never acceptable	2088	37.9
Rarely acceptable	799	14.5
Sometimes acceptable	915	16.6
Often acceptable	816	14.8
Always acceptable	888	16.1
Total	5506	100.0

Have you ever been disciplined for your research?

	Freq	%
Yes	89	1.6
No, but I have been threatened with discipline	149	2.7
No, I have not been disciplined or threatened with discipline	4748	85.2
Not applicable	587	10.5
Total	5573	100.0

Have you ever been disciplined for your teaching?

	Freq	%
Yes	184	3.3
No, but I have been threatened with discipline	307	5.5
No, I have not been disciplined or threatened with discipline	4888	87.8
Not applicable	188	3.4
Total	5567	100.0

Have you ever been disciplined for your talks outside of the classroom to an academic audience?

	Freq	%
Yes	68	1.2
No, but I have been threatened with discipline	119	2.1
No, I have not been disciplined or threatened with discipline	5096	91.6
Not applicable	283	5.1
Total	5566	100.0

Have you ever been disciplined for speech outside the university purview (e.g. publications, talks, or writing directed to a general audience)?

	Freq	%
Yes	89	1.6
No, but I have been threatened with discipline	165	3.0
No, I have not been disciplined or threatened with discipline	5010	89.9
Not applicable	309	5.5
Total	5573	100.0

How often, if at all, does your college administration pressure you to avoid researching controversial topics?

	Freq	%
Never	4658	84.7
Rarely	544	9.9
Occasionally	236	4.3
Fairly often, a couple times a week	25	0.5
Very often, nearly every day	36	0.7
Total	5499	100.0

How often, if at all, do other faculty members on your campus pressure you to avoid researching controversial topics?

	Freq	%
Never	4314	78.5
Rarely	675	12.3
Occasionally	434	7.9
Fairly often, a couple times a week	41	0.7
Very often, nearly every day	29	0.5
Total	5493	100.0

Have you toned down anything you have written lately because you were worried that it might cause too much controversy?

	Freq	%
Yes	1746	34.8
No	2981	59.5
I don't know	287	5.7
Total	5014	100.0

Do you generally identify with or against the culture of your department?

	Freq	%
Strongly identify against	384	7.0
Moderately identify against	942	17.1
Neutral	1307	23.7
Moderately identify with	1938	35.1
Strongly identify with	949	17.2
Total	5520	100.0

Do you feel that there is a supportive or hostile climate in your department towards people with your political beliefs?

	Freq	%
Very hostile	347	6.3
Somewhat hostile	901	16.3
Neither supportive nor hostile	1827	33.1
Somewhat supportive	1169	21.2
Very supportive	1268	23.0
Total	5512	100.0

How often, if at all, do you think other faculty would actively discriminate against you on the basis of your political beliefs?

	Freq	%
Never	1954	35.5
Rarely	1770	32.2
Occasionally	1038	18.9
Fairly often	528	9.6
All the time	207	3.8
Total	5497	100.0

How often, if at all, do you hide your political beliefs from other faculty in an attempt to keep your job?

	Freq	%
Never	2718	49.4
Rarely	1230	22.4
Occasionally, once or twice a month	710	12.9
Fairly often, a couple times a week	425	7.7
Very often, nearly every day	417	7.6
Total	5500	100.0

How much confidence, if any, do you have in U.S. colleges and universities?

	Freq	%
None at all	144	2.6
Very little	869	15.8
Some	2036	37.1
Quite a lot	1754	31.9
A great deal	692	12.6
Total	5495	100.0

Which of the following statements comes closer to your view?

	Freq	%
People should have the right to say what they believe even if they take positions that seem deeply offensive to most people.	4426	82.9%
People should have the right to say what they believe except when they want to say things that seem deeply offensive to most people.	915	17.1%
Total	5341	100.0%

Which of the following statements comes closer to your view?

	Freq	%
Speech should be legal only under certain circumstances	1812	34.0
Speech should be legal under any circumstances	3518	66.0
Total	5330	100.0

Have you ever been involved in publicly calling out, punishing, or “canceling” someone or a group for inappropriate statements or actions?

	Freq	%
Yes	388	7.1
No	5070	92.9
Total	5458	100.0

Thinking of the last incident where someone was publicly called out, punished, or “canceled” for their statements or actions, would you say the consequence or impact on the person was...

	Freq	%
Too lenient	300	6.4
About right	1294	27.7
Too harsh	3080	65.9
Total	4674	100.0

From what you know about the situation in the Middle East, do your sympathies lie more with the Israelis or more with the Palestinians?

	Freq	%
Israelis	1303	24.3
Palestinians	1296	24.2
Both equally	2037	38.0
Neither	409	7.6
Don't know	310	5.8
Total	5355	100.0

If an applicant seeking a position in your department is notably conservative, how often, if at all, do you believe this would adversely affect your hiring decision?

	Freq	%
Never	2368	44.1
Rarely	1441	26.8
Sometimes	905	16.9
Often	389	7.2
Always	266	5.0
Total	5369	100.0

If an applicant seeking a position in your department is notably liberal, how often, if at all, do you believe this would adversely affect your hiring decision?

	Freq	%
Never	3366	62.7
Rarely	1448	27.0
Sometimes	450	8.4
Often	72	1.3
Always	35	0.7
Total	5371	100.0

If a student asked you to be his or her mentor/advisor and you knew the student was notably conservative, how often, if at all, do you believe this would adversely affect your decision to mentor/advise the student?

	Freq	%
Never	3918	72.6
Rarely	1051	19.5
Sometimes	328	6.1
Often	68	1.3
Always	31	0.6
Total	5396	100.0

If a student asked you to be his or her mentor/advisor and you knew the student was notably liberal, how often, if at all, do you believe this would adversely affect your decision to mentor/advise the student?

	Freq	%
Never	4156	77.0
Rarely	939	17.4
Sometimes	236	4.4
Often	38	0.7
Always	25	0.5
Total	5394	100.0

How well would a liberal individual fit in your department?

	Freq	%
Very poor fit	29	0.5
Somewhat poor fit	117	2.2
Neither poor nor positive fit	1389	25.9
Somewhat positive fit	1668	31.1
Very positive fit	2158	40.3
Total	5361	100.0

How well would a conservative individual fit in your department?

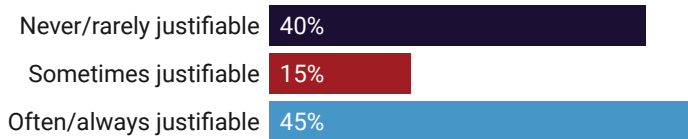
	Freq	%
Very poor fit	601	11.2
Somewhat poor fit	1503	28.0
Neither poor nor positive fit	2193	40.9
Somewhat positive fit	687	12.8
Very positive fit	381	7.1
Total	5365	100.0

Individual School-Specific Results

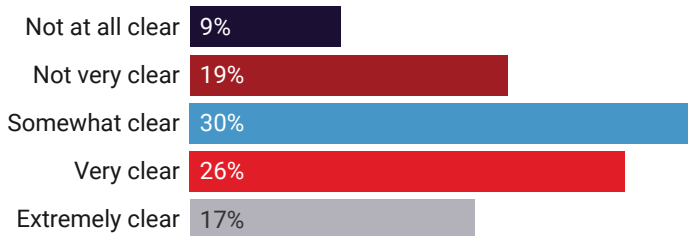
ARIZONA STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 222 faculty at Arizona State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

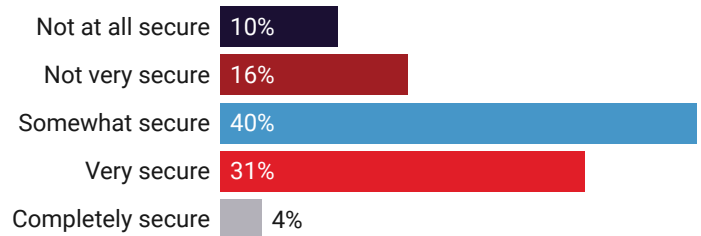
The Israeli-Palestinian conflict	Selected by 63%
The Presidential election	Selected by 44%
Transgender rights	Selected by 44%

11%
have been disciplined or threatened with discipline¹

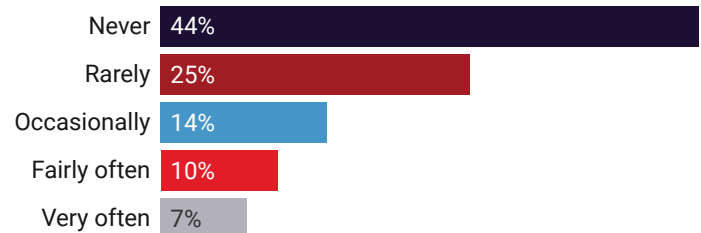
36%
recently toned down something they wrote for fear of causing controversy

56%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

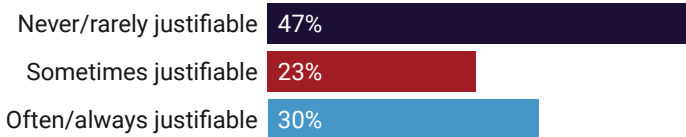


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

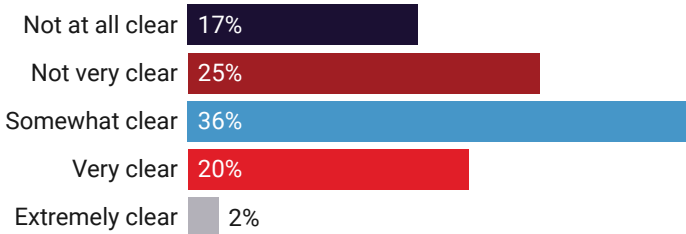
BRIGHAM YOUNG UNIVERSITY, PROVO

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 148 faculty at Brigham Young University, Provo.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

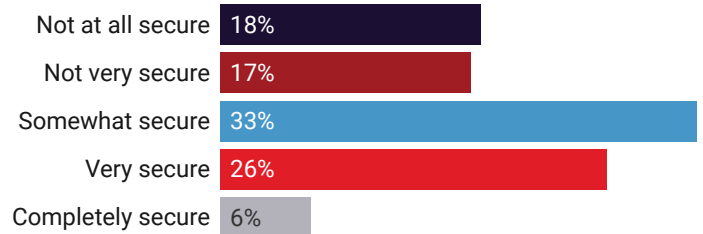
Transgender rights	Selected by 72%
Gay rights	Selected by 71%
Gender inequality	Selected by 44%

18%
have been disciplined or threatened with discipline¹

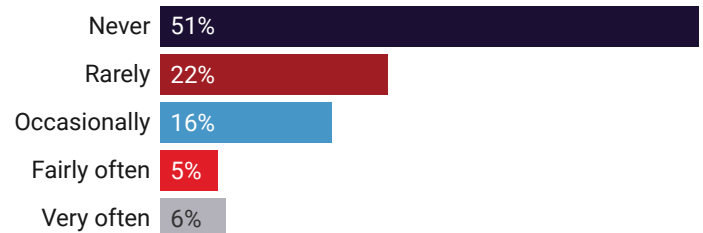
32%
recently toned down something they wrote for fear of causing controversy

60%
support adoption of institutional neutrality

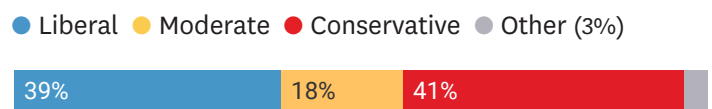
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

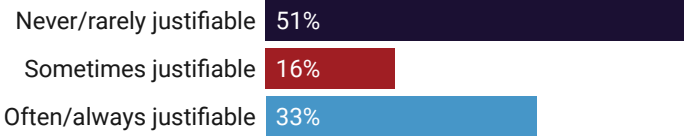


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

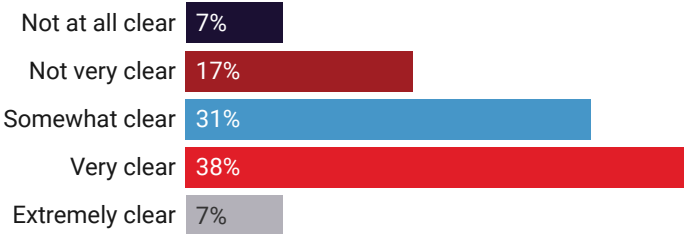
BROWN UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 84 faculty at Brown University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

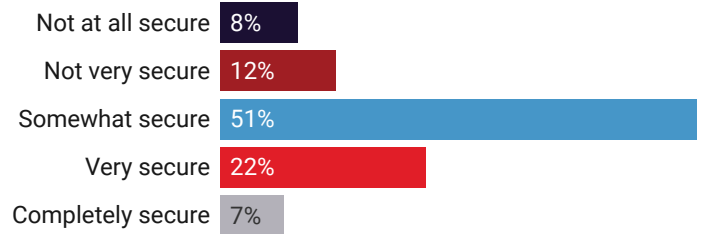
The Israeli-Palestinian conflict	Selected by 80%
Racial inequality	Selected by 49%
Transgender rights	Selected by 39%

13%
have been disciplined or threatened with discipline¹

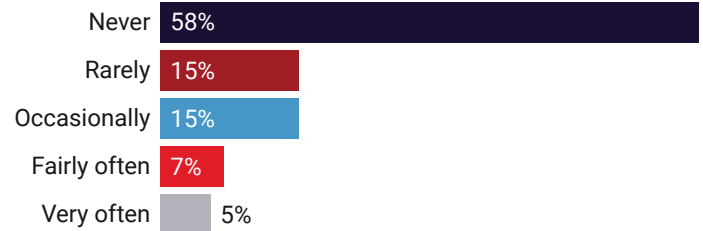
37%
recently toned down something they wrote for fear of causing controversy

67%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

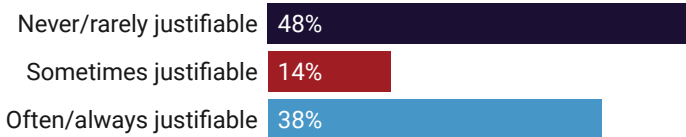


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

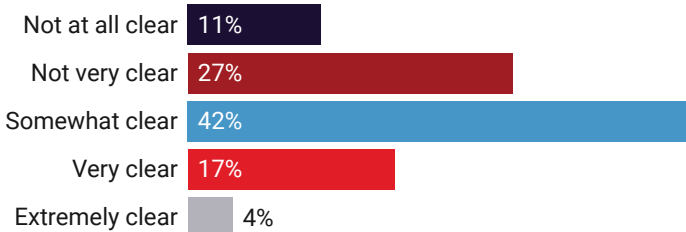
CLEMSON UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 88 faculty at Clemson University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

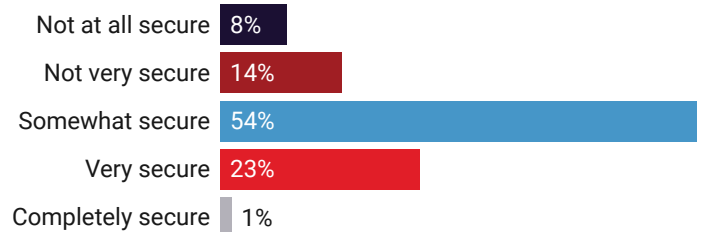
Transgender rights	Selected by 68%
Racial inequality	Selected by 63%
The Presidential election	Selected by 58%

16%
have been disciplined or threatened with discipline¹

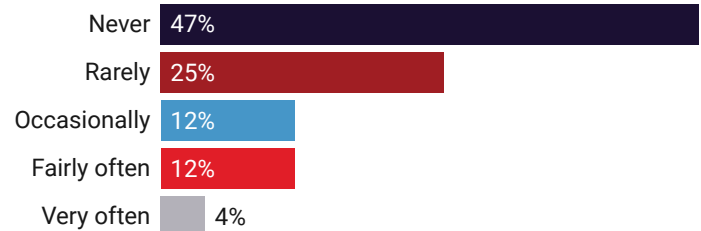
34%
recently toned down something they wrote for fear of causing controversy

63%
support adoption of institutional neutrality

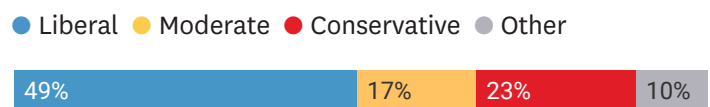
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

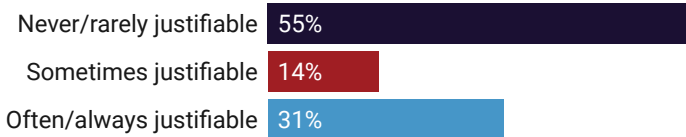


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

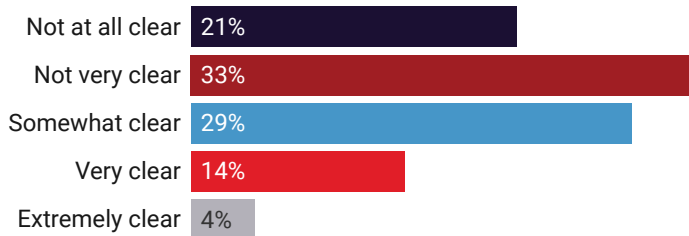
COLUMBIA UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 130 faculty at Columbia University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

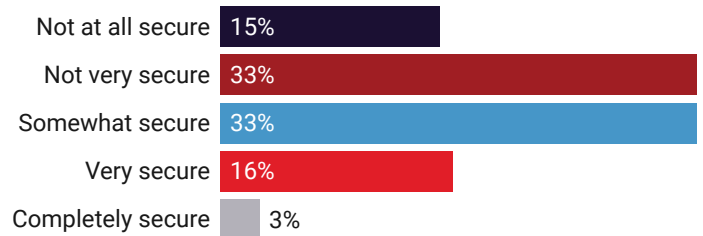
The Israeli-Palestinian conflict	Selected by 89%
Affirmative action	Selected by 42%
Racial inequality	Selected by 38%

12%
have been disciplined or threatened with discipline¹

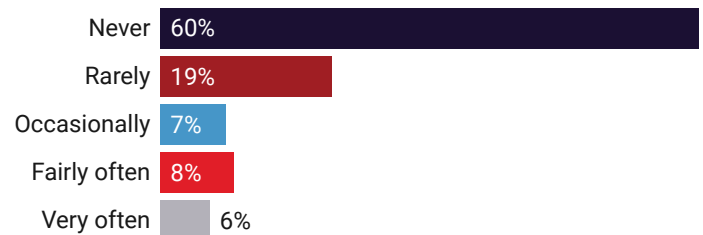
26%
recently toned down something they wrote for fear of causing controversy

79%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

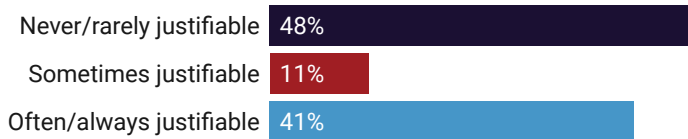


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

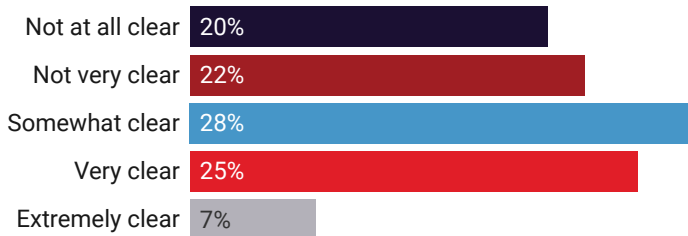
CORNELL UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 106 faculty at Cornell University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

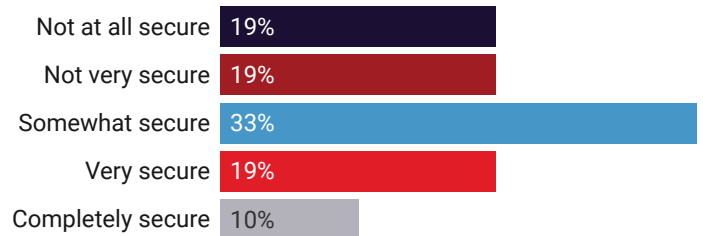
The Israeli-Palestinian conflict	Selected by 78%
Racial inequality	Selected by 50%
Affirmative action	Selected by 47%

19%
have been disciplined or threatened with discipline¹

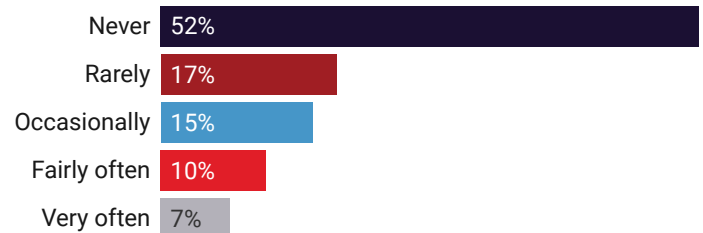
34%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

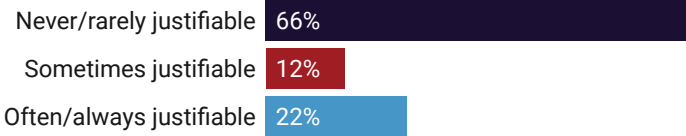


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

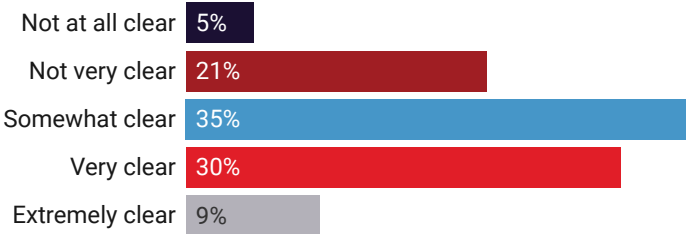
DARTMOUTH COLLEGE

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 46 faculty at Dartmouth College.

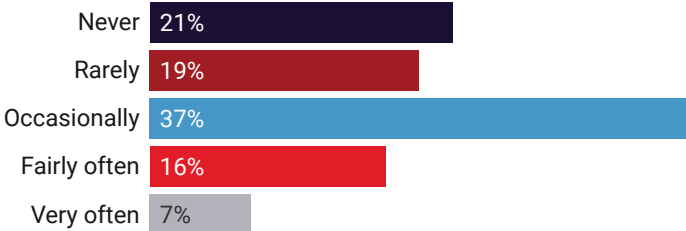
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

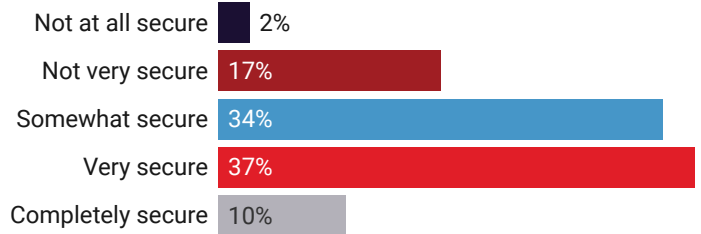
The Israeli-Palestinian conflict	Selected by 63%
Racial inequality	Selected by 59%
Transgender rights	Selected by 56%

8%
have been disciplined or threatened with discipline¹

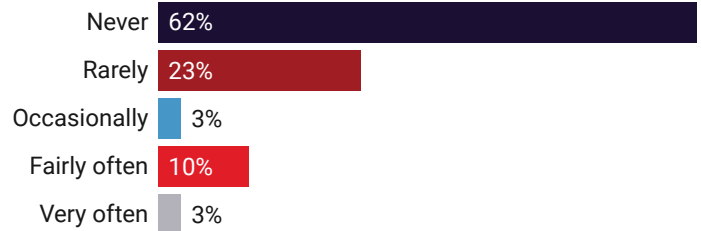
31%
recently toned down something they wrote for fear of causing controversy

76%
support adoption of institutional neutrality

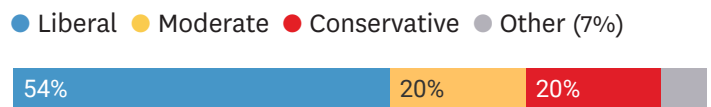
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

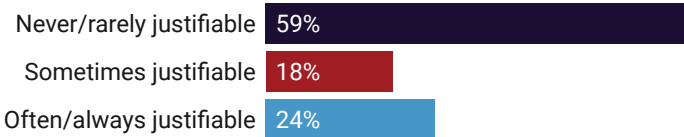


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

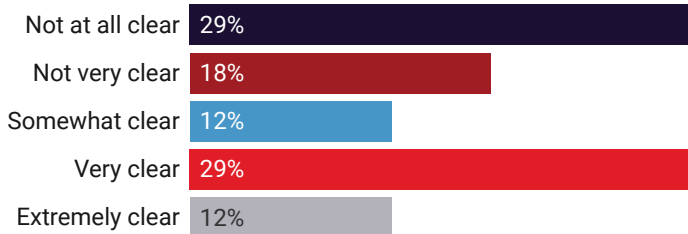
DEPAUW UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 17 faculty at DePauw University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

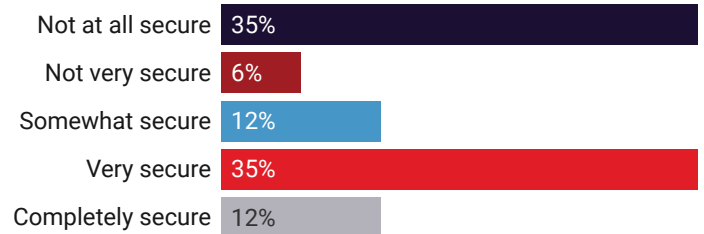
The Israeli-Palestinian conflict	Selected by 63%
Racial inequality	Selected by 63%
Affirmative action	Selected by 56%

35%
have been disciplined or threatened with discipline¹

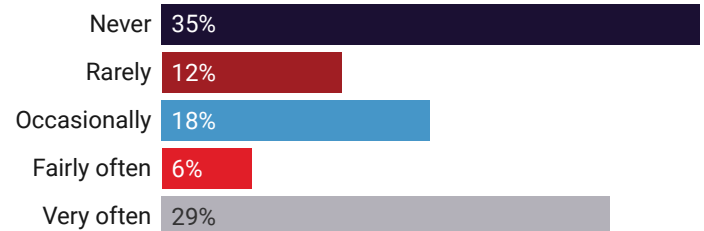
46%
recently toned down something they wrote for fear of causing controversy

65%
support adoption of institutional neutrality

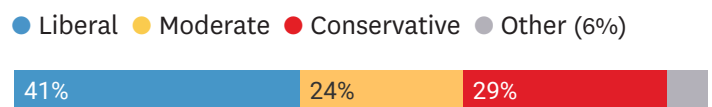
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

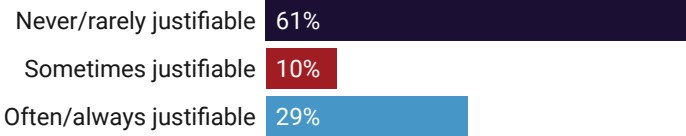


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

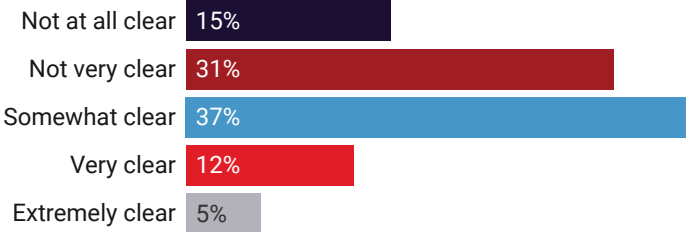
DUKE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 80 faculty at Duke University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

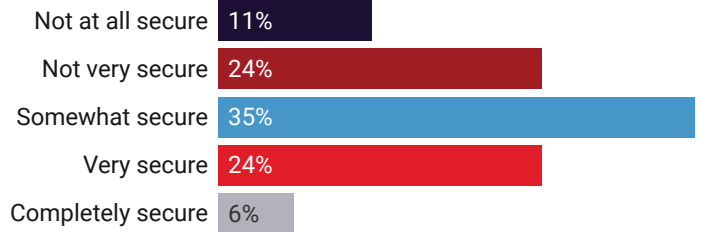
The Israeli-Palestinian conflict	Selected by 68%
Affirmative action	Selected by 57%
Transgender rights	Selected by 51%

14%
have been disciplined or threatened with discipline¹

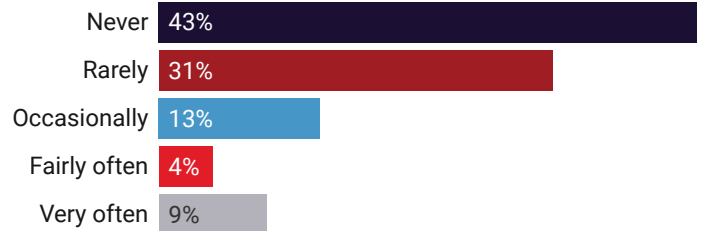
41%
recently toned down something they wrote for fear of causing controversy

71%
support adoption of institutional neutrality

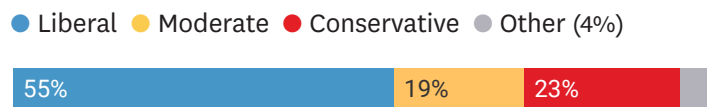
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

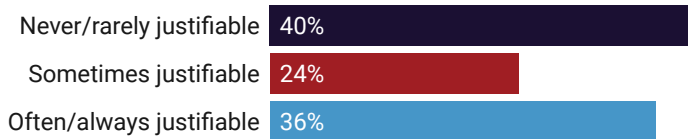


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

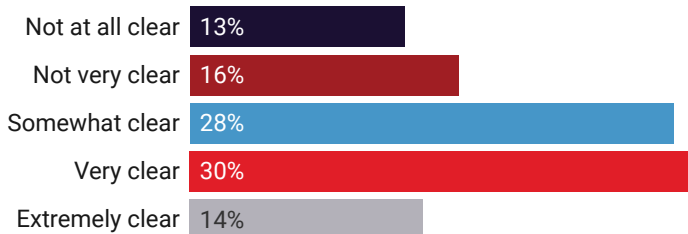
GEORGETOWN UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 105 faculty at Georgetown University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

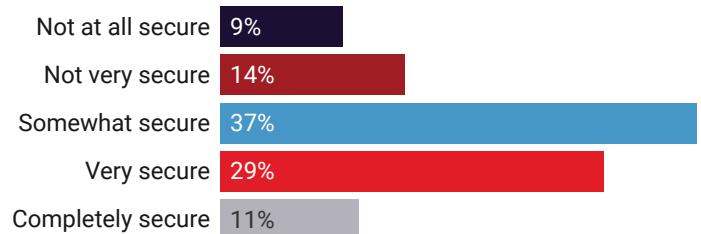
The Israeli-Palestinian conflict	Selected by 70%
Transgender rights	Selected by 40%
Racial inequality	Selected by 38%

14%
have been disciplined or threatened with discipline¹

34%
recently toned down something they wrote for fear of causing controversy

57%
support adoption of institutional neutrality

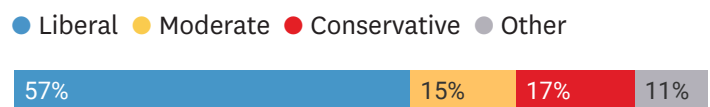
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

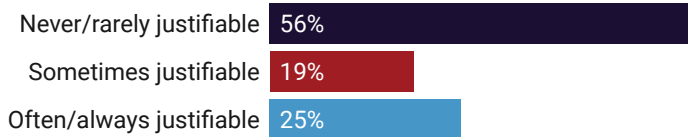


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

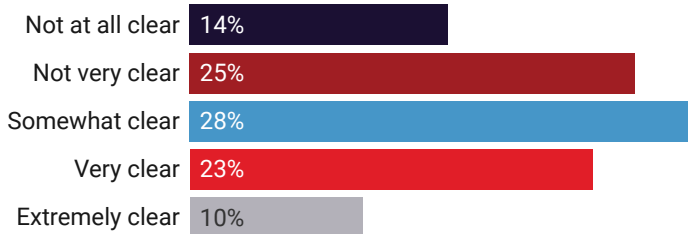
HARVARD UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 132 faculty at Harvard University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

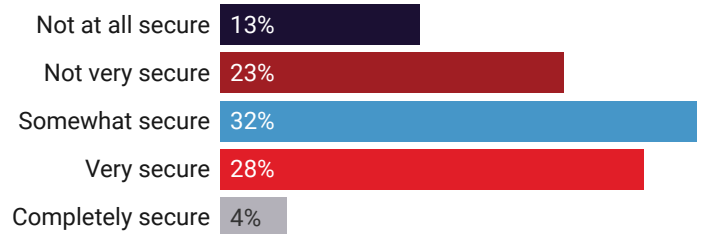
The Israeli-Palestinian conflict	Selected by 84%
Racial inequality	Selected by 49%
Affirmative action	Selected by 49%

10%
have been disciplined or threatened with discipline¹

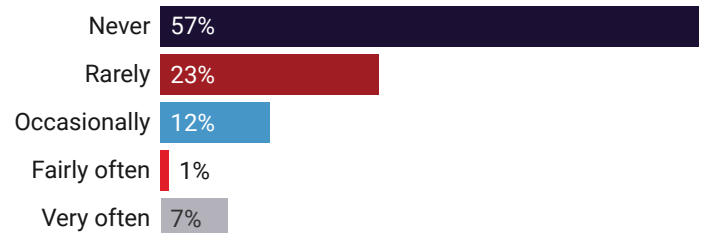
33%
recently toned down something they wrote for fear of causing controversy

72%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

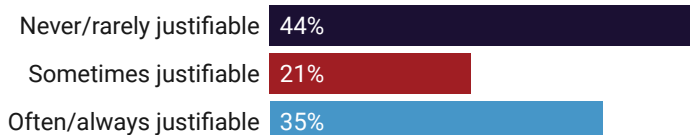


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

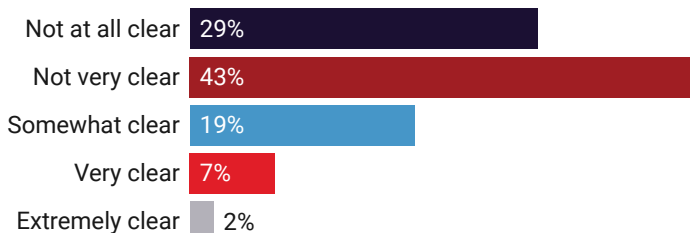
INDIANA UNIVERSITY, BLOOMINGTON

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 164 faculty at Indiana University, Bloomington.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

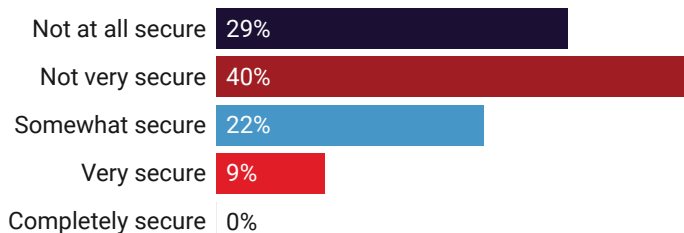
The Israeli-Palestinian conflict	Selected by 83%
Affirmative action	Selected by 57%
Racial inequality	Selected by 52%

19%
have been disciplined or threatened with discipline¹

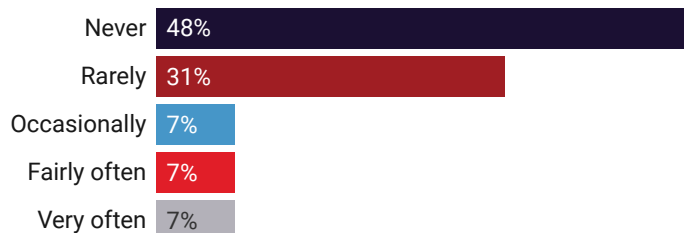
34%
recently toned down something they wrote for fear of causing controversy

57%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

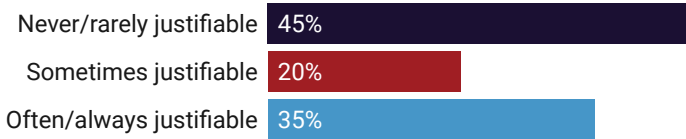


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

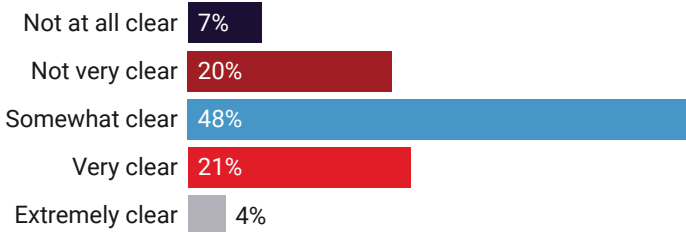
KANSAS STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 60 faculty at Kansas State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

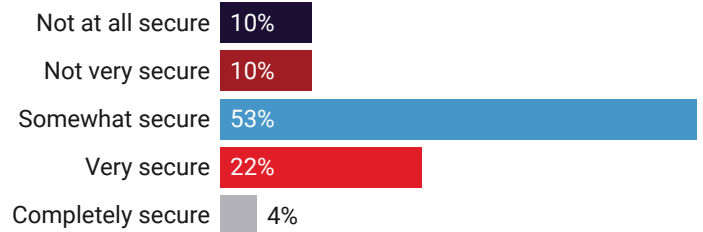
The Presidential election	Selected by 59%
Racial inequality	Selected by 57%
Abortion	Selected by 51%

15%
have been disciplined or threatened with discipline¹

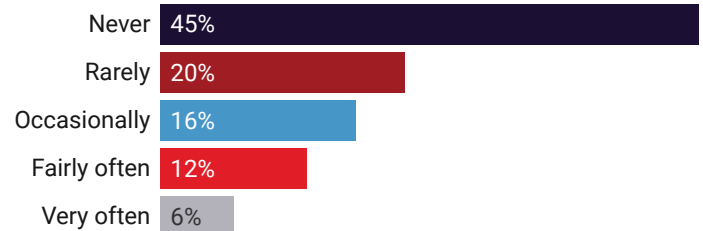
37%
recently toned down something they wrote for fear of causing controversy

76%
support adoption of institutional neutrality

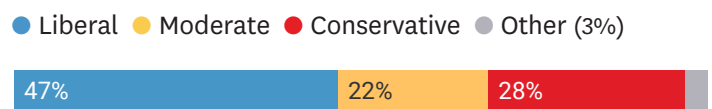
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

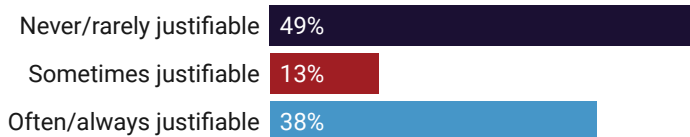


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

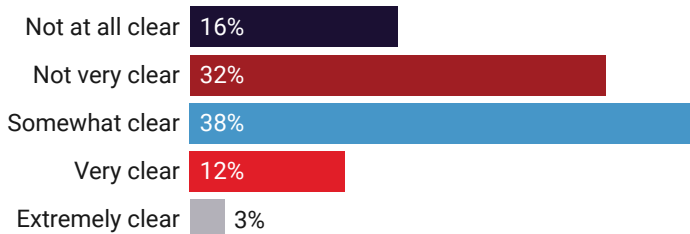
LOUISIANA STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 78 faculty at Louisiana State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

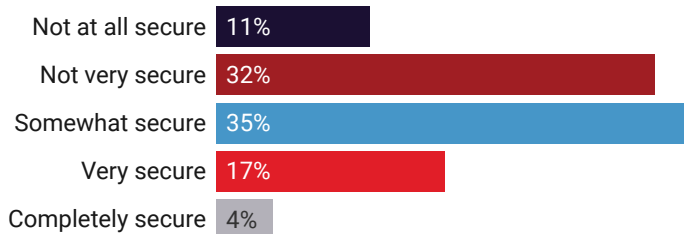
The Israeli-Palestinian conflict	Selected by 62%
The Presidential election	Selected by 58%
Transgender rights	Selected by 58%

18%
have been disciplined or threatened with discipline¹

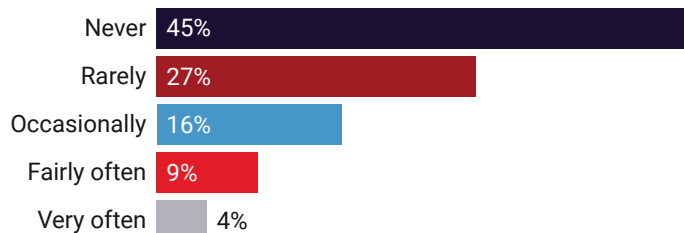
39%
recently toned down something they wrote for fear of causing controversy

71%
support adoption of institutional neutrality

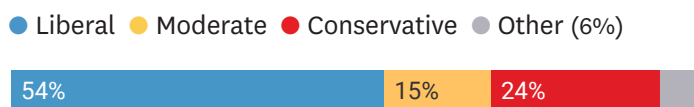
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

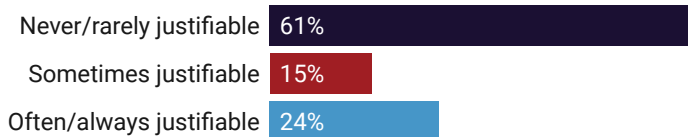


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

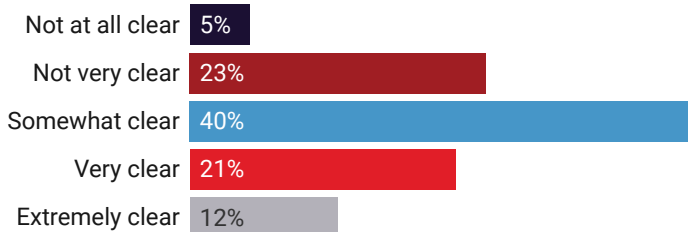
NORTHWESTERN UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 45 faculty at Northwestern University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

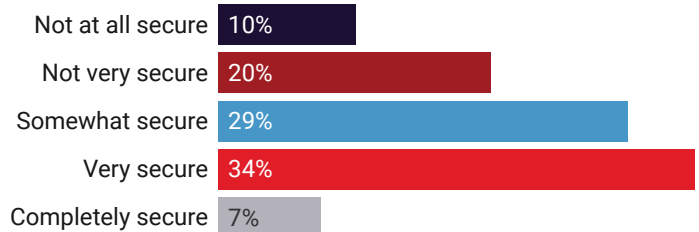
The Israeli-Palestinian conflict	Selected by 76%
Affirmative action	Selected by 46%
Racial inequality	Selected by 41%

10%
have been disciplined or threatened with discipline¹

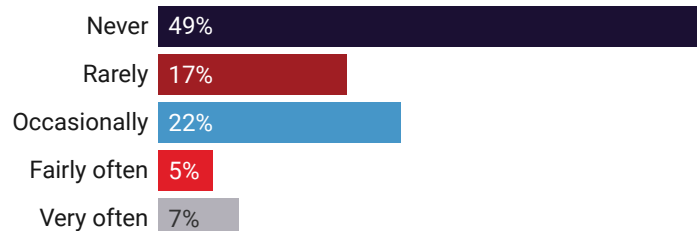
28%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

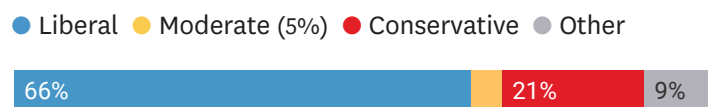
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

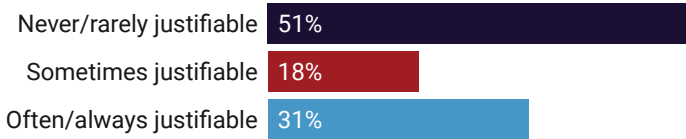


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

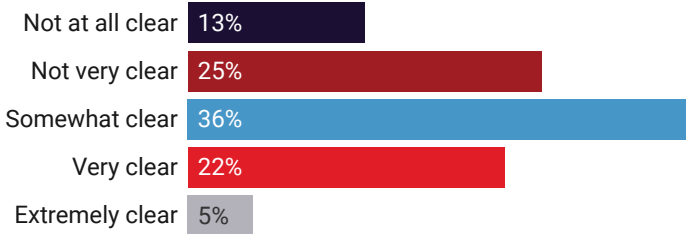
OHIO STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 159 faculty at Ohio State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

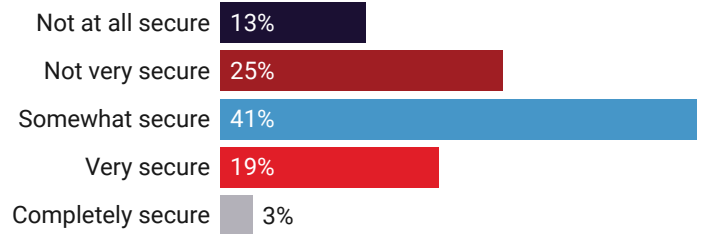
The Israeli-Palestinian conflict	Selected by 73%
Affirmative action	Selected by 53%
Racial inequality	Selected by 52%

14%
have been disciplined or threatened with discipline¹

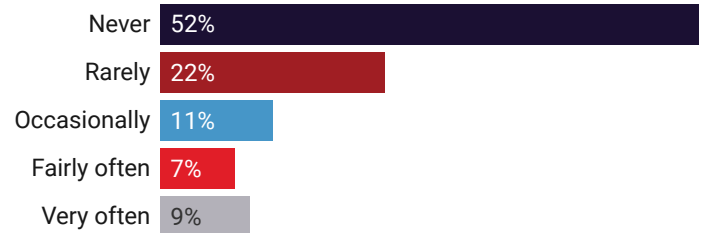
35%
recently toned down something they wrote for fear of causing controversy

62%
support adoption of institutional neutrality

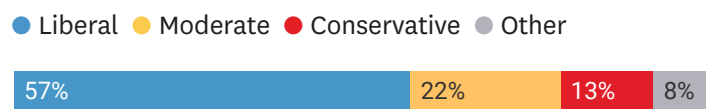
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

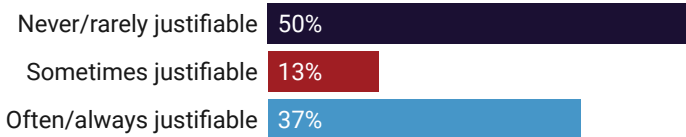


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

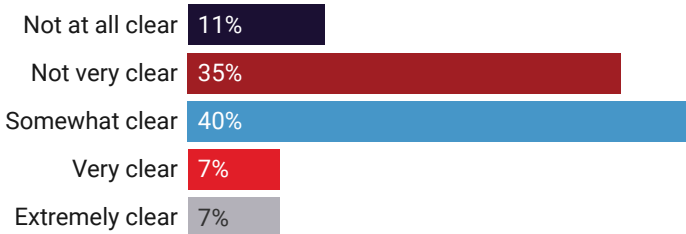
OKLAHOMA STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 58 faculty at Oklahoma State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

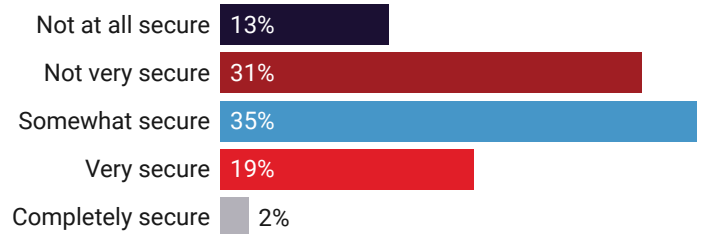
Transgender rights	Selected by 83%
Abortion	Selected by 70%
Racial inequality	Selected by 64%

14%
have been disciplined or threatened with discipline¹

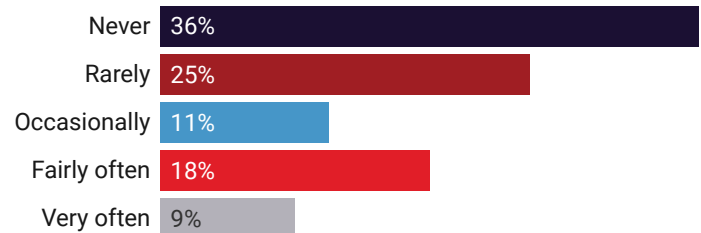
36%
recently toned down something they wrote for fear of causing controversy

58%
support adoption of institutional neutrality

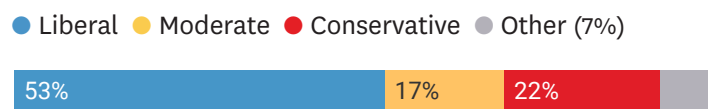
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

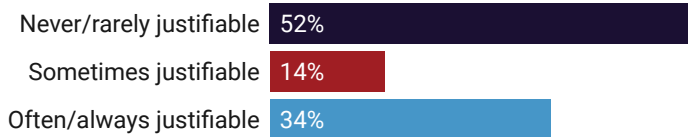


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

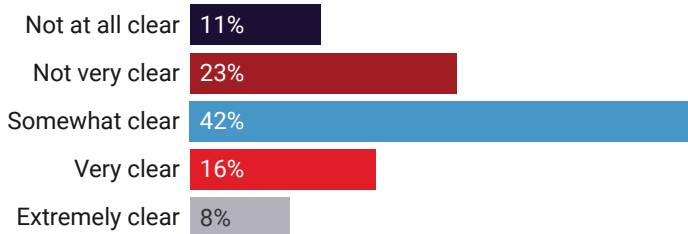
PENNSYLVANIA STATE UNIVERSITY, MAIN CAMPUS

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 200 faculty at Pennsylvania State University, Main campus.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

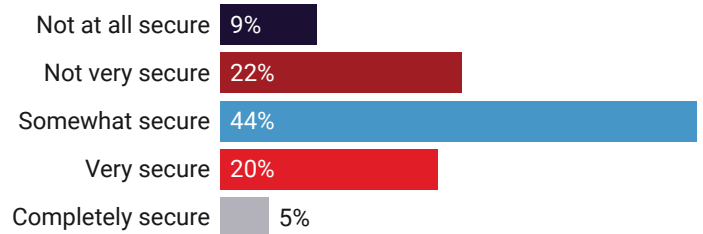
The Israeli-Palestinian conflict	Selected by 66%
The Presidential election	Selected by 48%
Transgender rights	Selected by 46%

18%
have been disciplined or threatened with discipline¹

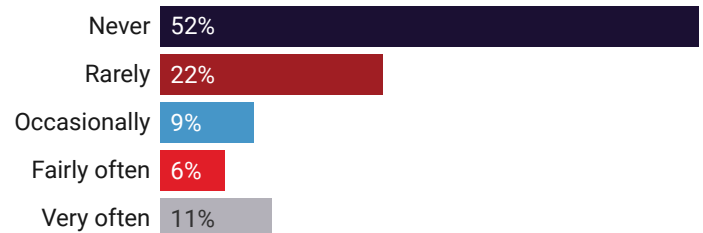
38%
recently toned down something they wrote for fear of causing controversy

69%
support adoption of institutional neutrality

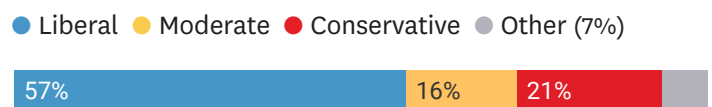
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

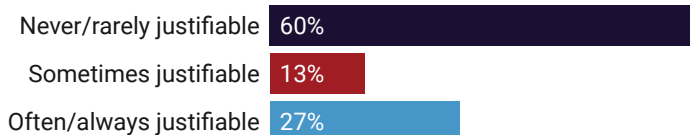


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

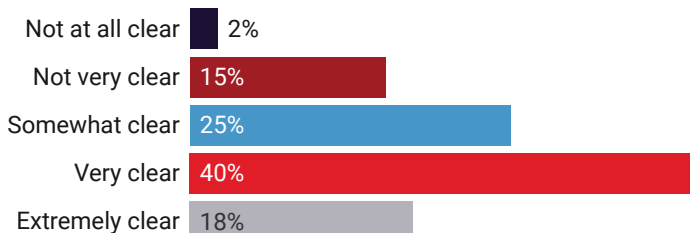
PRINCETON UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 96 faculty at Princeton University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

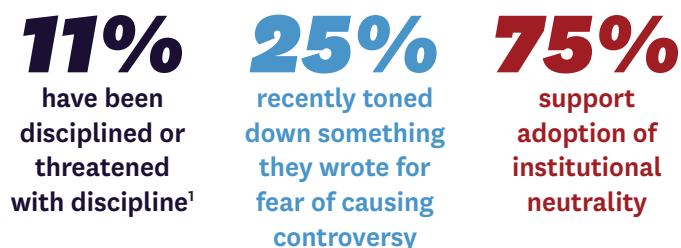


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

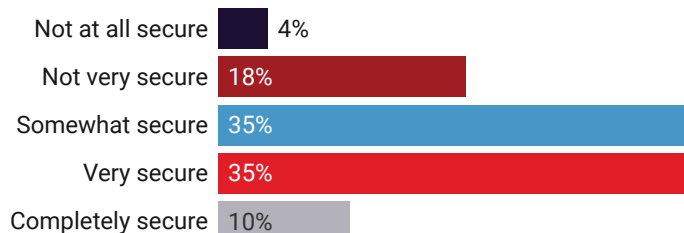


Top three difficult issues to discuss on this campus:

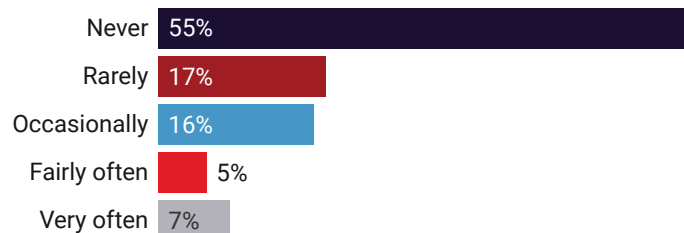
The Israeli-Palestinian conflict	Selected by 72%
Affirmative action	Selected by 53%
Racial inequality	Selected by 52%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

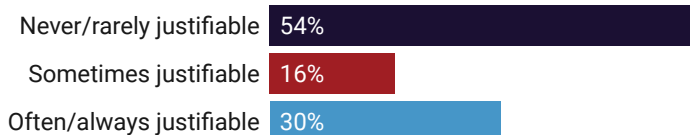


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

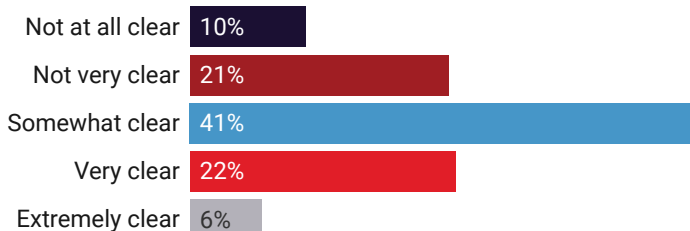
RUTGERS UNIVERSITY, NEW BRUNSWICK

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 177 faculty at Rutgers University, New Brunswick.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

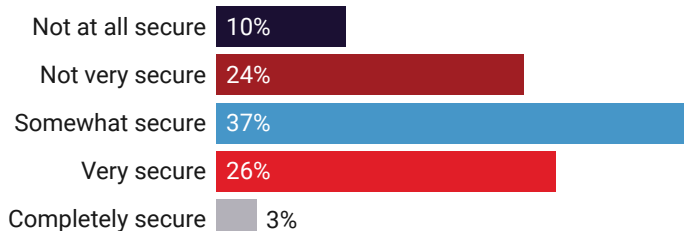
The Israeli-Palestinian conflict	Selected by 86%
Racial inequality	Selected by 51%
Affirmative action	Selected by 48%

13%
have been disciplined or threatened with discipline¹

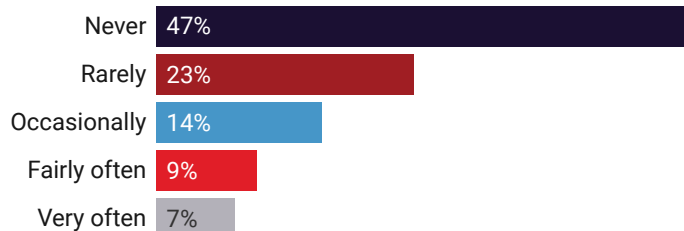
40%
recently toned down something they wrote for fear of causing controversy

57%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

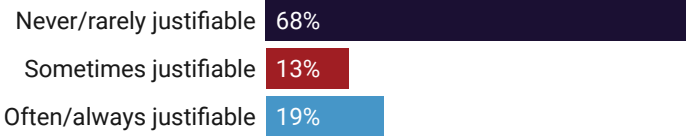


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

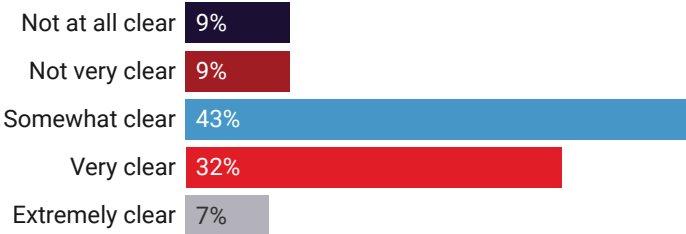
STANFORD UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 59 faculty at Stanford University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

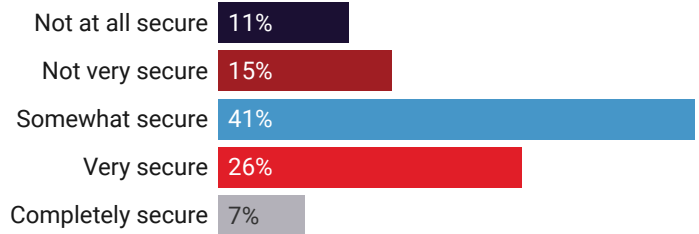
The Israeli-Palestinian conflict	Selected by 87%
Affirmative action	Selected by 55%
Racial inequality	Selected by 53%

13%
have been disciplined or threatened with discipline¹

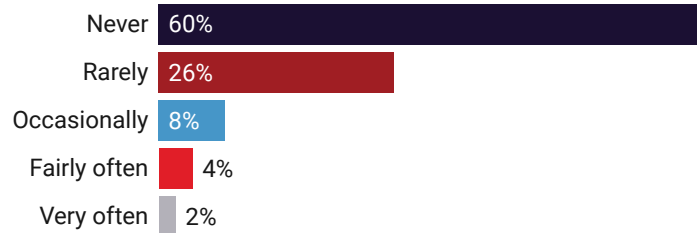
35%
recently toned down something they wrote for fear of causing controversy

81%
support adoption of institutional neutrality

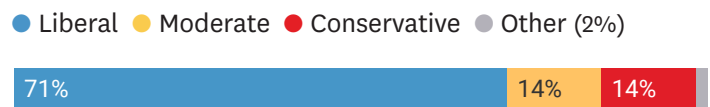
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

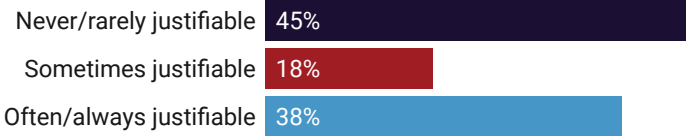


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

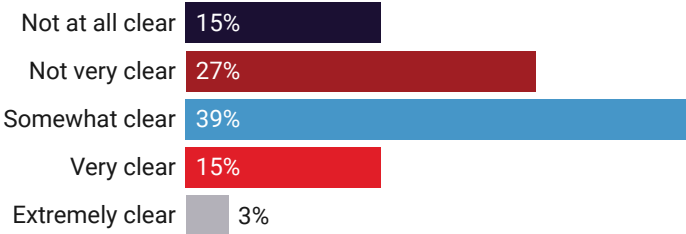
SYRACUSE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 98 faculty at Syracuse University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

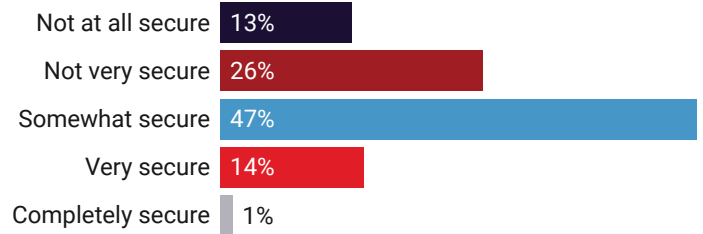
The Israeli-Palestinian conflict	Selected by 87%
Racial inequality	Selected by 52%
Affirmative action	Selected by 40%

15%
have been disciplined or threatened with discipline¹

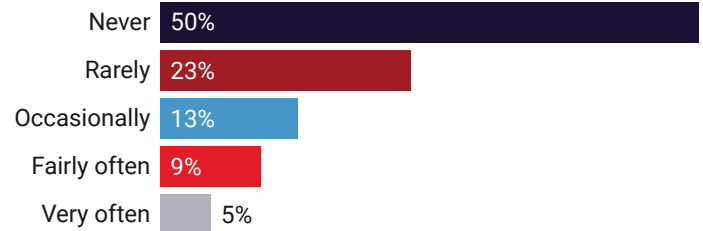
28%
recently toned down something they wrote for fear of causing controversy

69%
support adoption of institutional neutrality

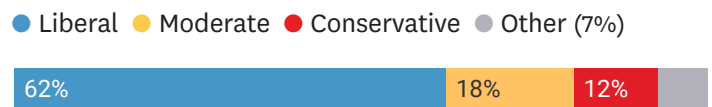
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

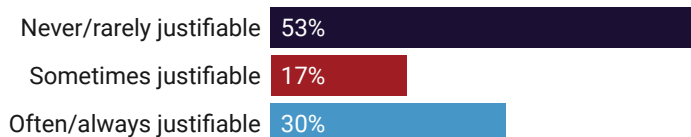


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

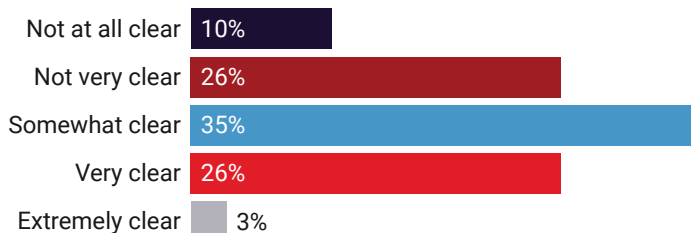
TEXAS A&M UNIVERSITY, COLLEGE STATION

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 166 faculty at Texas A&M University, College Station.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

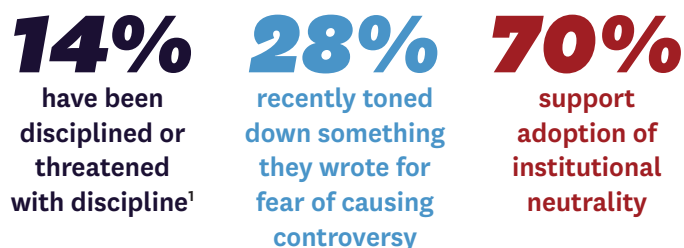


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

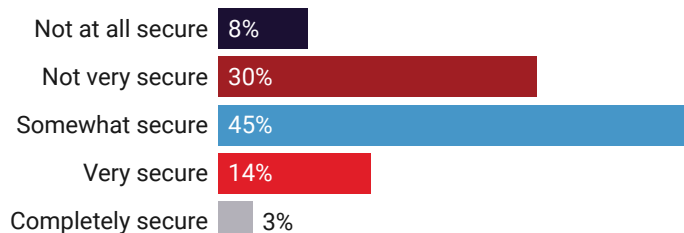


Top three difficult issues to discuss on this campus:

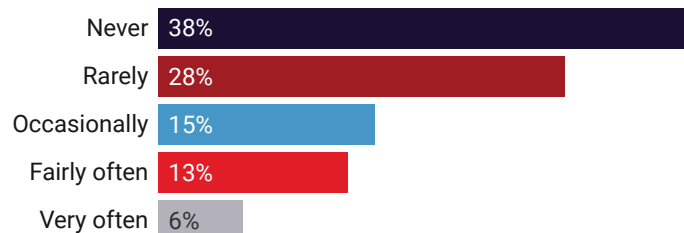
Racial inequality	Selected by 66%
Transgender rights	Selected by 65%
Abortion	Selected by 59%



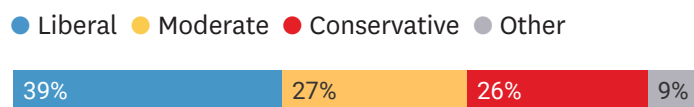
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

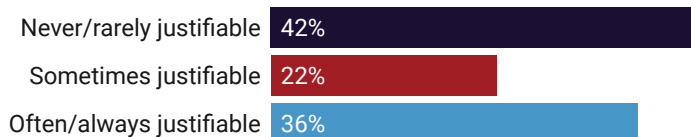


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

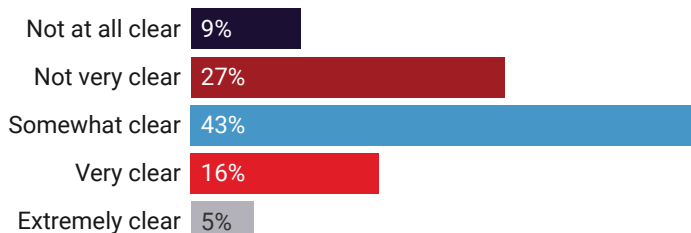
UNIVERSITY OF ALABAMA, TUSCALOOSA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 77 faculty at University of Alabama, Tuscaloosa.

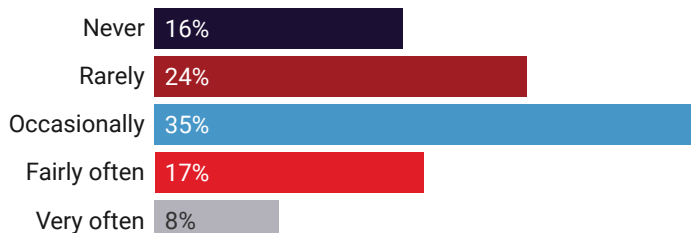
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

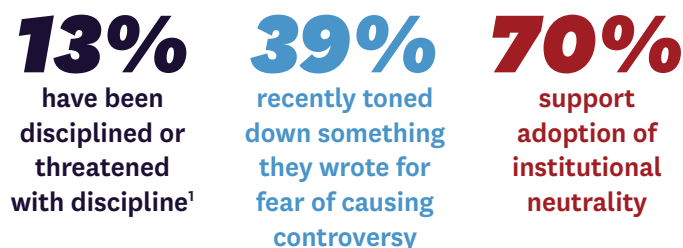


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

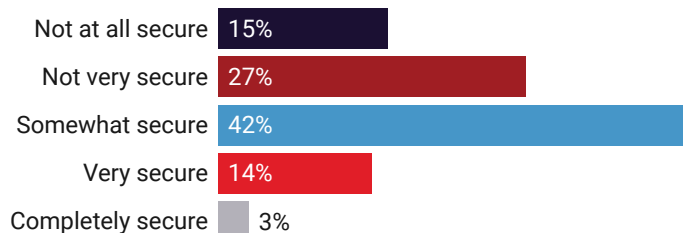


Top three difficult issues to discuss on this campus:

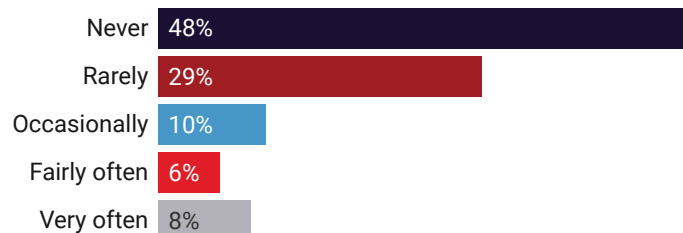
Abortion	Selected by 59%
Racial inequality	Selected by 53%
The Presidential election	Selected by 53%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

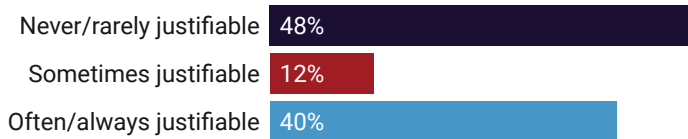


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

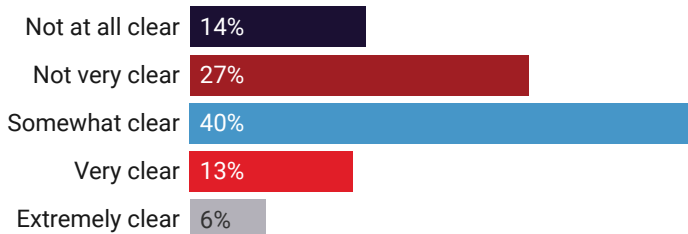
UNIVERSITY OF ARIZONA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 136 faculty at University of Arizona.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

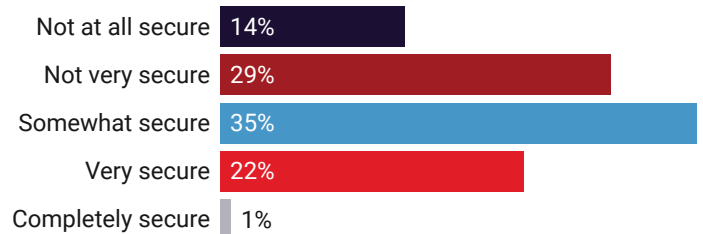
The Israeli-Palestinian conflict	Selected by 77%
The Presidential election	Selected by 57%
Racial inequality	Selected by 52%

15%
have been disciplined or threatened with discipline¹

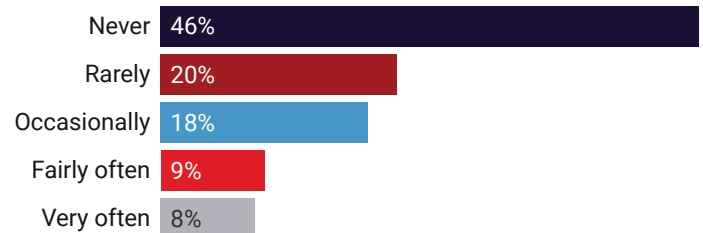
39%
recently toned down something they wrote for fear of causing controversy

67%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

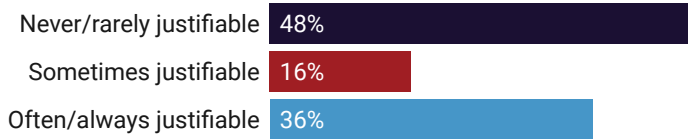


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

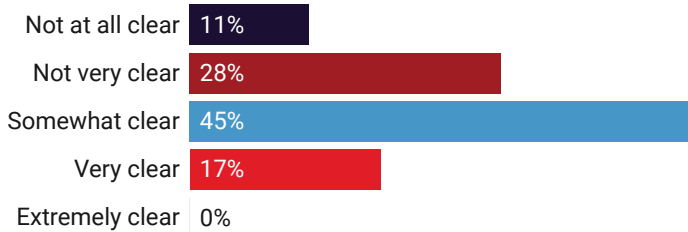
UNIVERSITY OF ARKANSAS

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 49 faculty at University of Arkansas.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

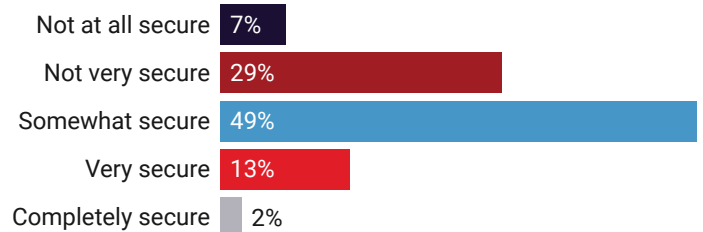
The Israeli-Palestinian conflict	Selected by 75%
Abortion	Selected by 73%
Transgender rights	Selected by 70%

18%
have been disciplined or threatened with discipline¹

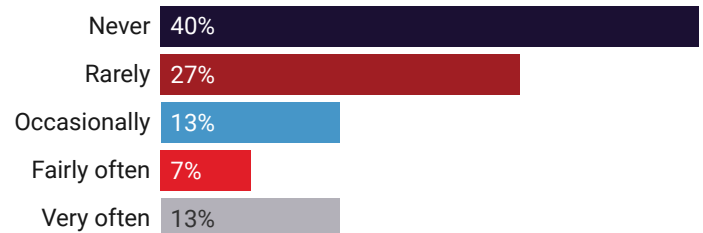
43%
recently toned down something they wrote for fear of causing controversy

82%
support adoption of institutional neutrality

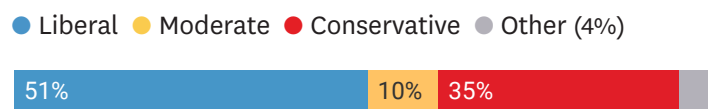
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

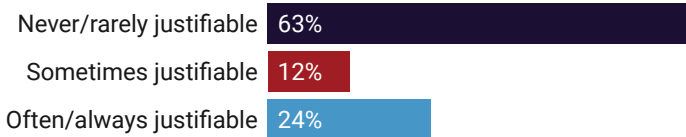


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

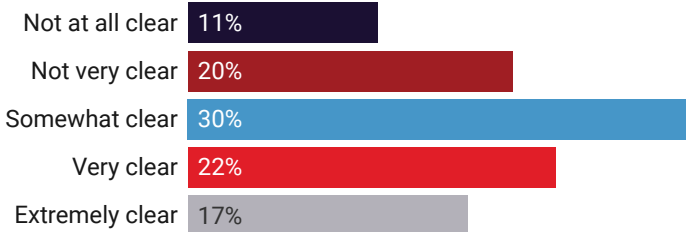
UNIVERSITY OF CALIFORNIA, BERKELEY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 156 faculty at University of California, Berkeley.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

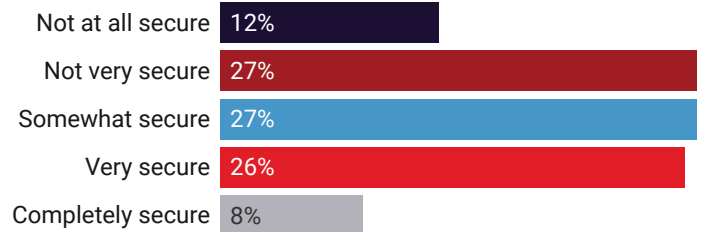
The Israeli-Palestinian conflict	Selected by 75%
Affirmative action	Selected by 52%
Racial inequality	Selected by 50%

15%
have been disciplined or threatened with discipline¹

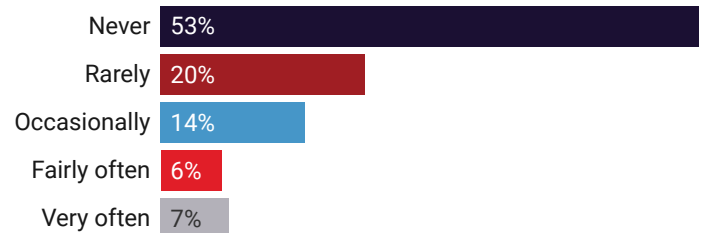
33%
recently toned down something they wrote for fear of causing controversy

75%
support adoption of institutional neutrality

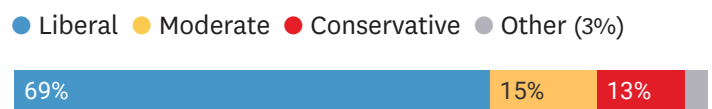
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

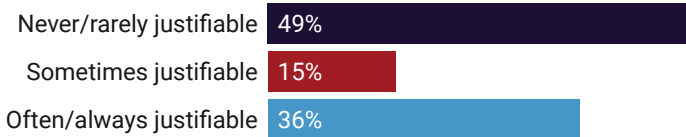


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

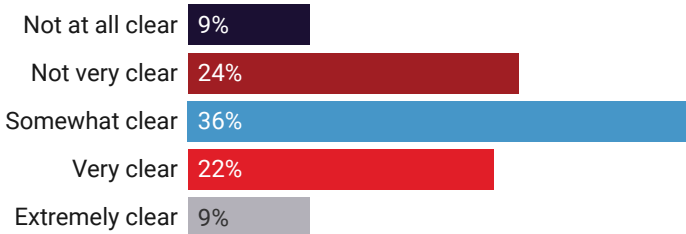
UNIVERSITY OF CALIFORNIA, DAVIS

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 117 faculty at University of California, Davis.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

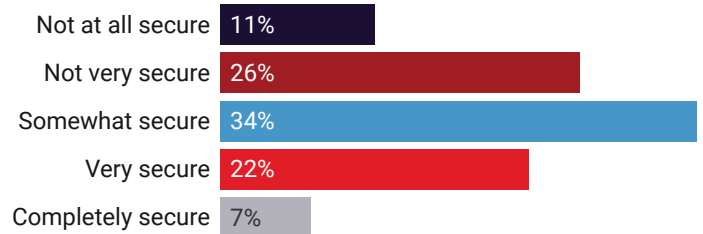
The Israeli-Palestinian conflict	Selected by 78%
Affirmative action	Selected by 56%
Racial inequality	Selected by 56%

18%
have been disciplined or threatened with discipline¹

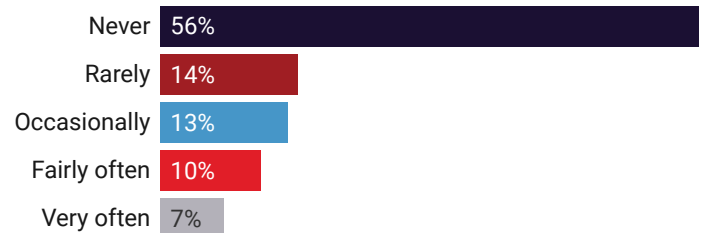
41%
recently toned down something they wrote for fear of causing controversy

70%
support adoption of institutional neutrality

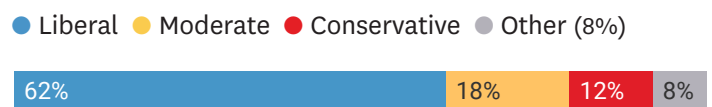
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

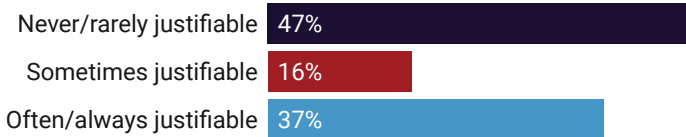


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

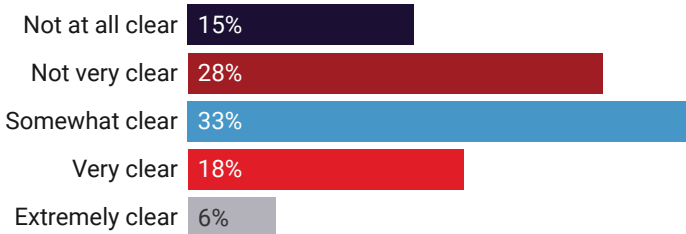
UNIVERSITY OF CALIFORNIA, LOS ANGELES

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 123 faculty at University of California, Los Angeles.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

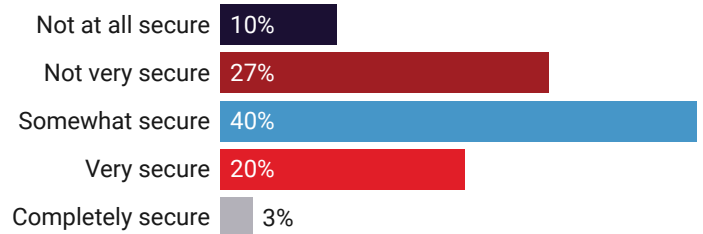
The Israeli-Palestinian conflict	Selected by 78%
Transgender rights	Selected by 51%
Racial inequality	Selected by 47%

12%
have been disciplined or threatened with discipline¹

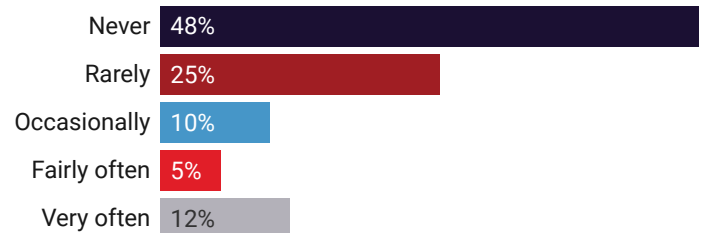
36%
recently toned down something they wrote for fear of causing controversy

63%
support adoption of institutional neutrality

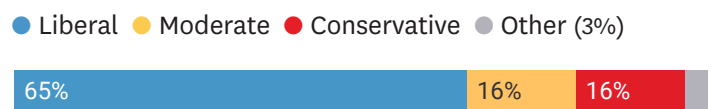
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

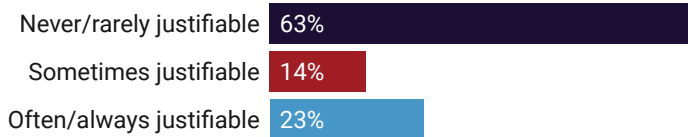


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

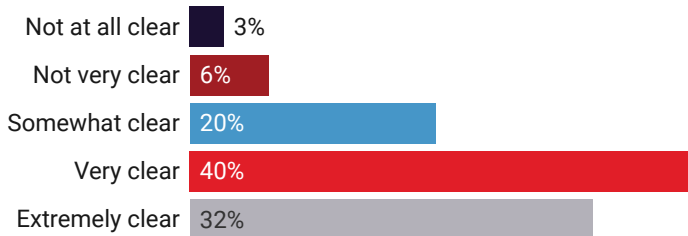
UNIVERSITY OF CHICAGO

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 115 faculty at University of Chicago.

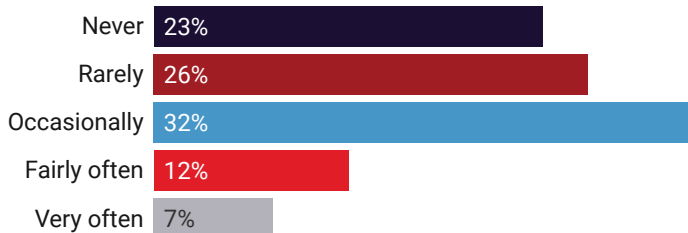
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

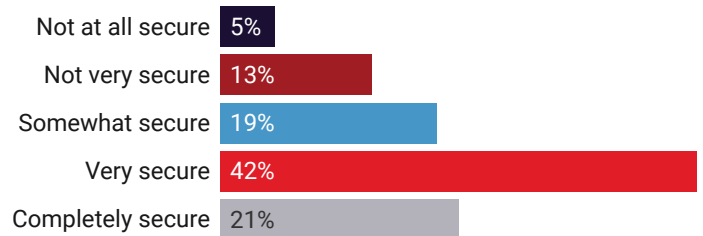
The Israeli-Palestinian conflict	Selected by 66%
Racial inequality	Selected by 47%
Affirmative action	Selected by 44%

12%
have been disciplined or threatened with discipline¹

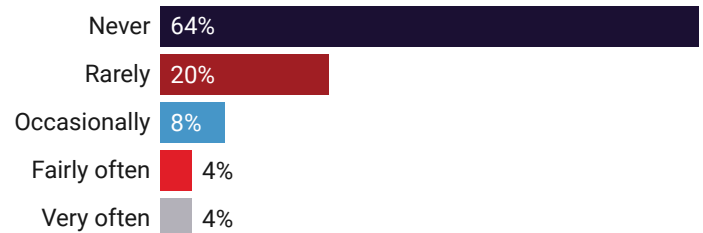
28%
recently toned down something they wrote for fear of causing controversy

81%
support adoption of institutional neutrality

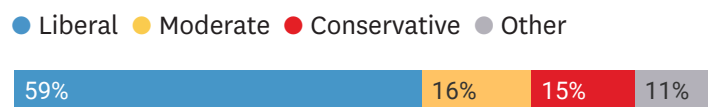
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

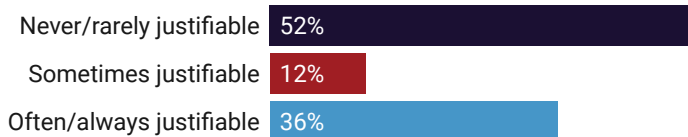


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

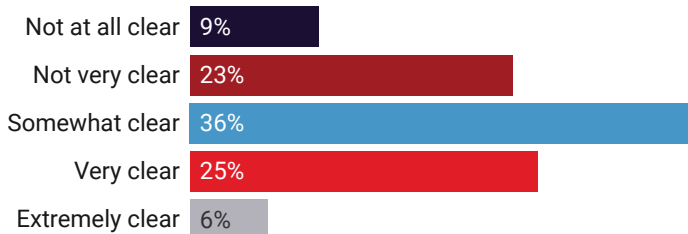
UNIVERSITY OF COLORADO, BOULDER

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 115 faculty at University of Colorado, Boulder.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

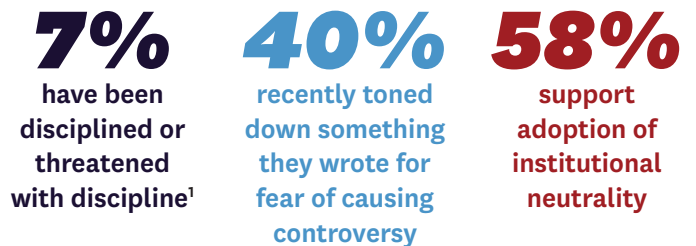


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

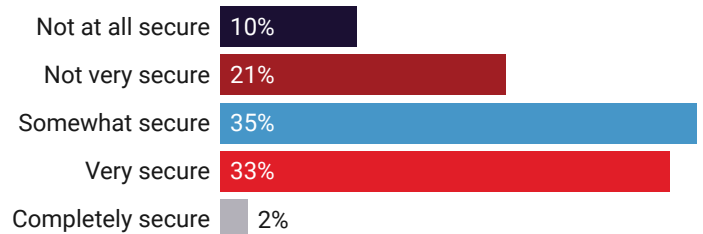


Top three difficult issues to discuss on this campus:

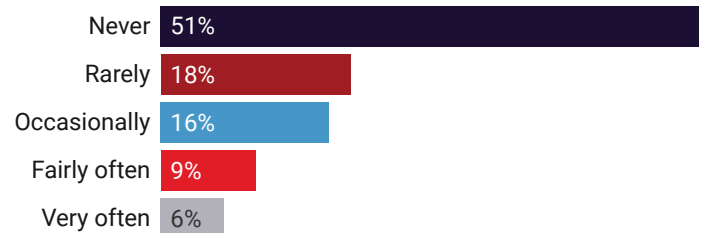
The Israeli-Palestinian conflict	Selected by 63%
Racial inequality	Selected by 49%
Transgender rights	Selected by 47%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

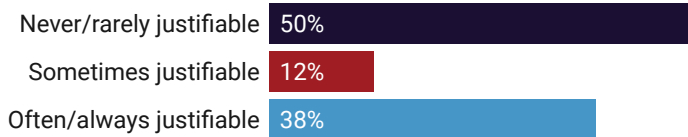


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

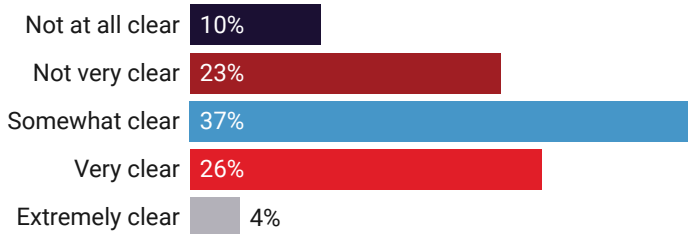
UNIVERSITY OF GEORGIA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 144 faculty at University of Georgia.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

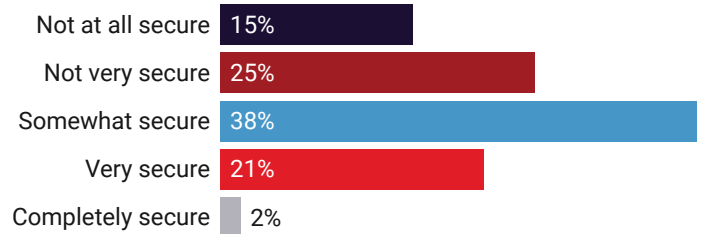
The Israeli-Palestinian conflict	Selected by 58%
Racial inequality	Selected by 55%
Transgender rights	Selected by 53%

16%
have been disciplined or threatened with discipline¹

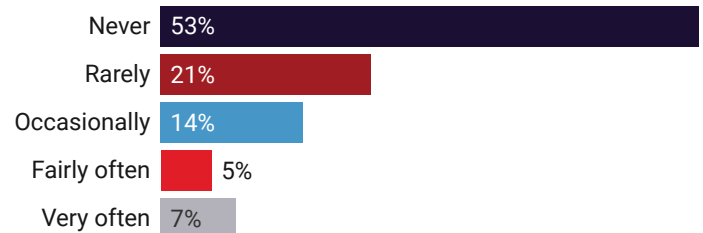
34%
recently toned down something they wrote for fear of causing controversy

64%
support adoption of institutional neutrality

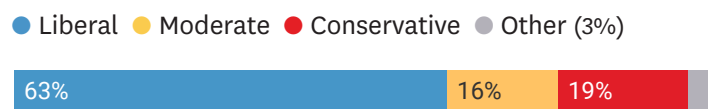
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

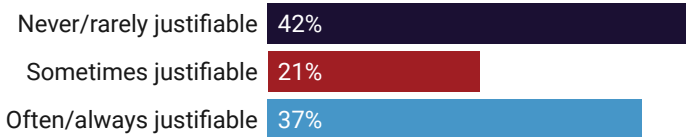


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

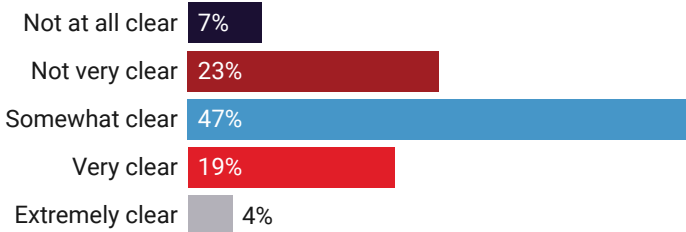
UNIVERSITY OF ILLINOIS, CHICAGO

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 82 faculty at University of Illinois, Chicago.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

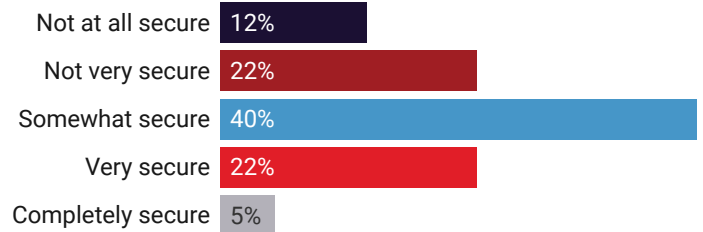
The Israeli-Palestinian conflict	Selected by 76%
Racial inequality	Selected by 44%
The Presidential election	Selected by 42%

18%
have been disciplined or threatened with discipline¹

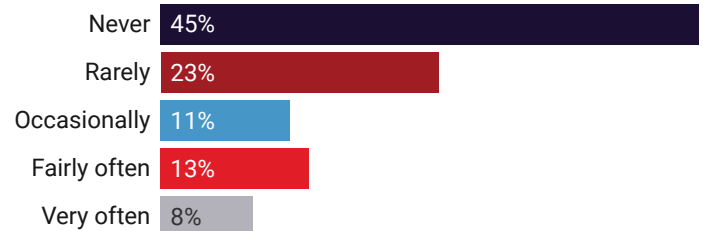
36%
recently toned down something they wrote for fear of causing controversy

56%
support adoption of institutional neutrality

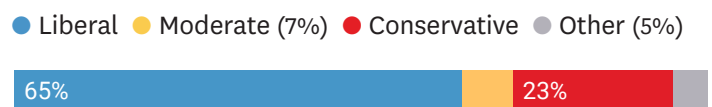
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

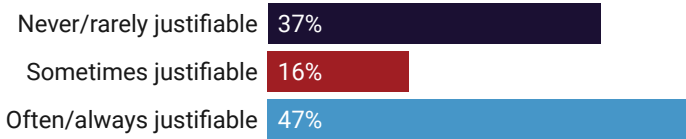


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

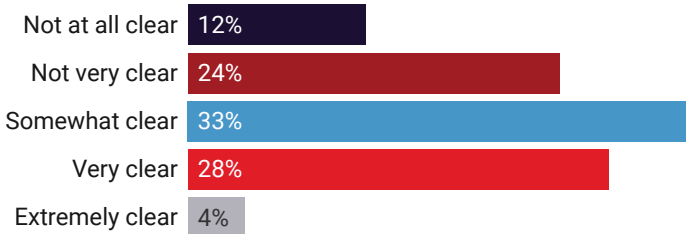
UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 199 faculty at University of Illinois, Urbana-Champaign.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

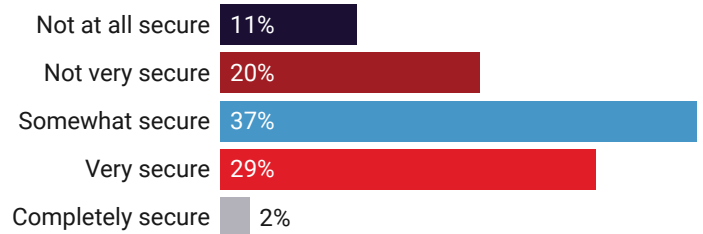
The Israeli-Palestinian conflict	Selected by 73%
Racial inequality	Selected by 39%
Affirmative action	Selected by 39%

13%
have been disciplined or threatened with discipline¹

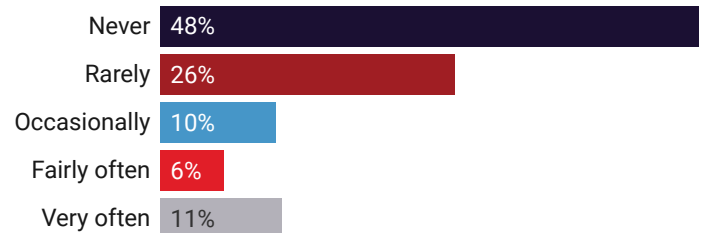
30%
recently toned down something they wrote for fear of causing controversy

56%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

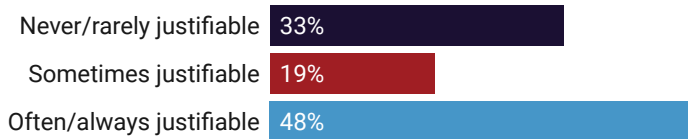


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

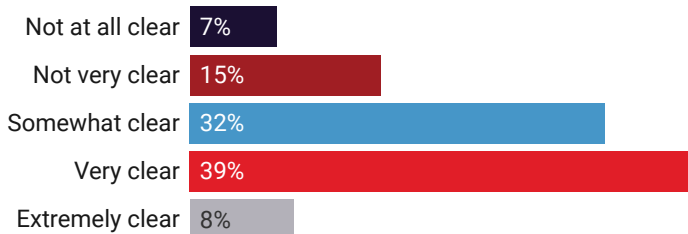
UNIVERSITY OF IOWA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 81 faculty at University of Iowa.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

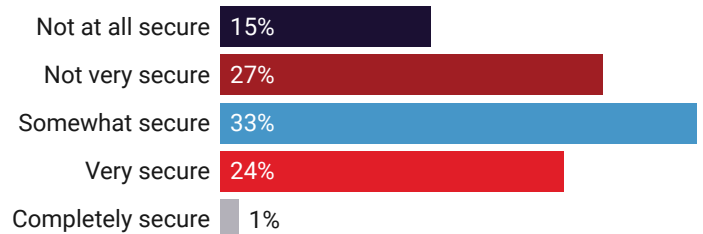
The Israeli-Palestinian conflict	Selected by 65%
The Presidential election	Selected by 49%
Transgender rights	Selected by 48%

18%
have been disciplined or threatened with discipline¹

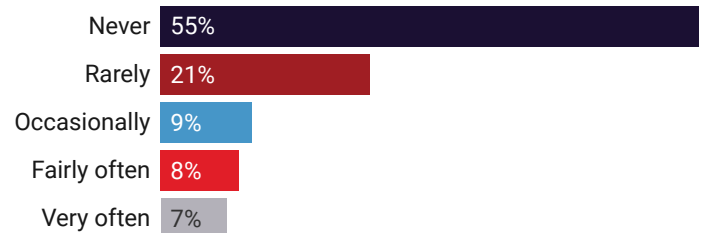
29%
recently toned down something they wrote for fear of causing controversy

69%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

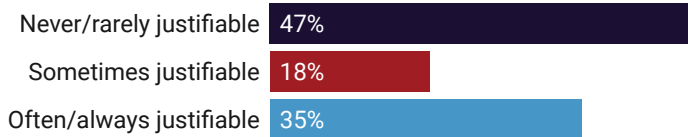


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

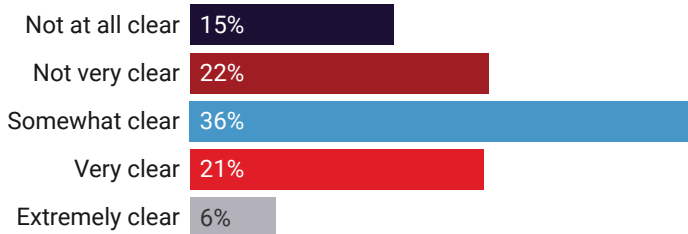
UNIVERSITY OF MICHIGAN

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 274 faculty at University of Michigan.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

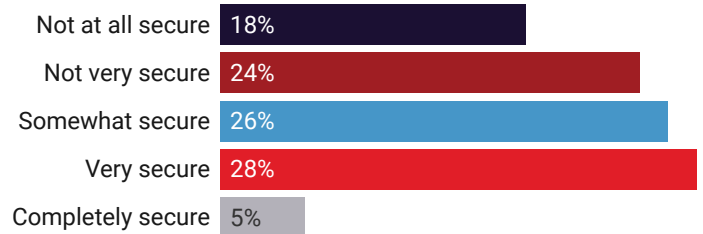
The Israeli-Palestinian conflict	Selected by 78%
Affirmative action	Selected by 54%
Racial inequality	Selected by 50%

17%
have been disciplined or threatened with discipline¹

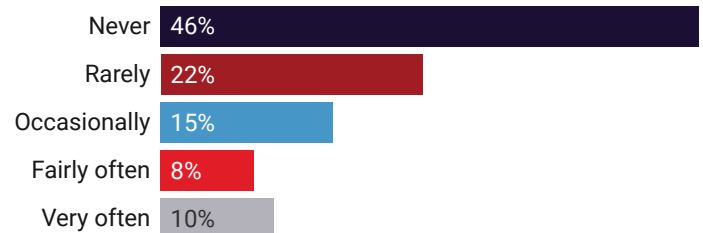
37%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

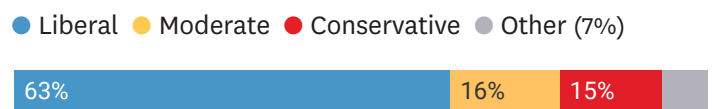
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

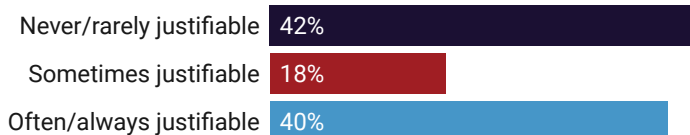


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

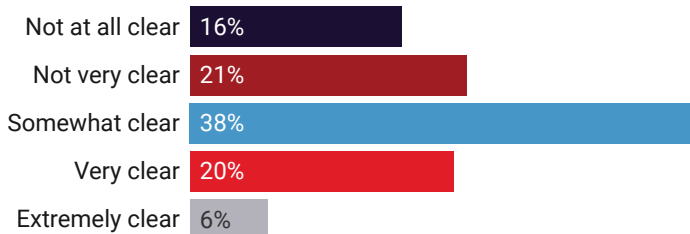
UNIVERSITY OF MINNESOTA, TWIN CITIES

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 216 faculty at University of Minnesota, Twin Cities.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

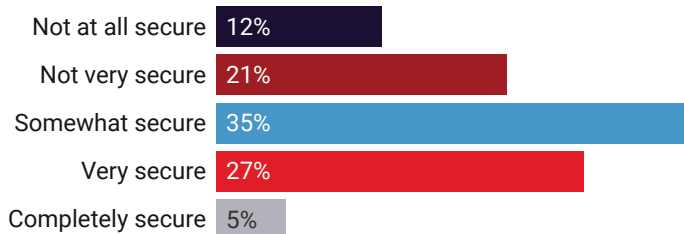
The Israeli-Palestinian conflict	Selected by 74%
Racial inequality	Selected by 46%
The Presidential election	Selected by 42%

17%
have been disciplined or threatened with discipline¹

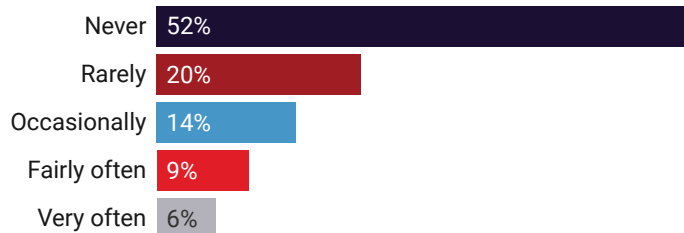
35%
recently toned down something they wrote for fear of causing controversy

62%
support adoption of institutional neutrality

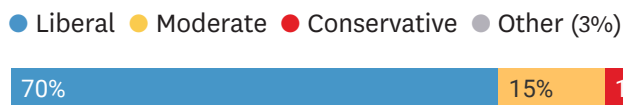
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

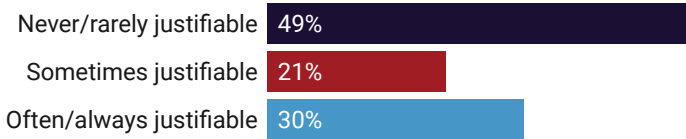


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

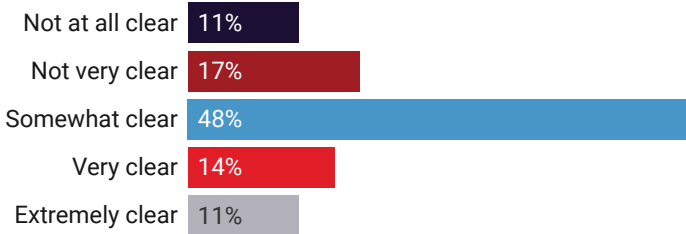
UNIVERSITY OF MISSOURI, COLUMBIA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 92 faculty at University of Missouri, Columbia.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

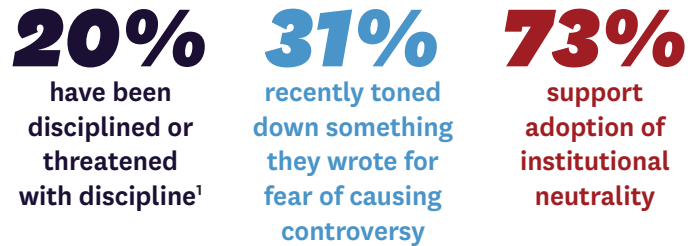


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

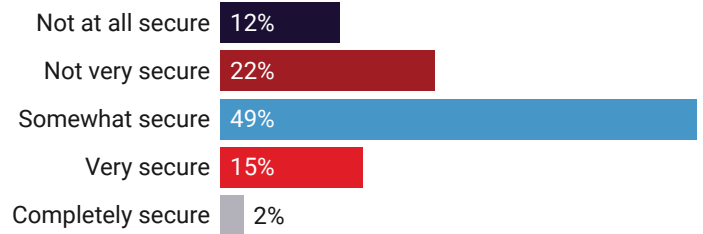


Top three difficult issues to discuss on this campus:

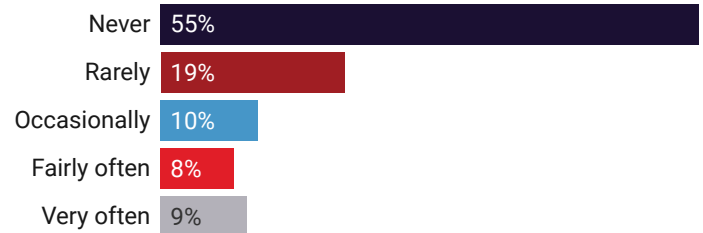
The Israeli-Palestinian conflict	Selected by 69%
Racial inequality	Selected by 62%
Transgender rights	Selected by 59%



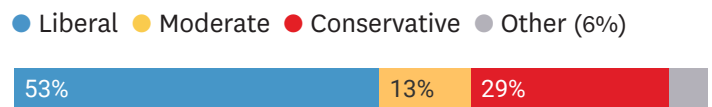
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

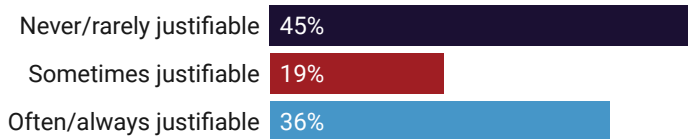


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

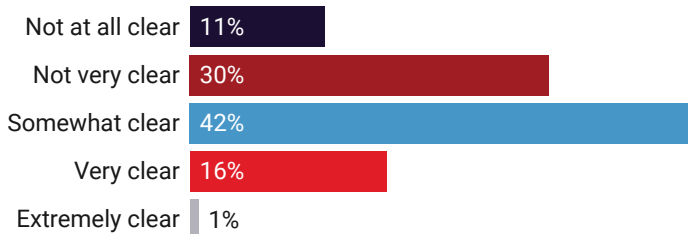
UNIVERSITY OF NEBRASKA, LINCOLN

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 137 faculty at University of Nebraska, Lincoln.

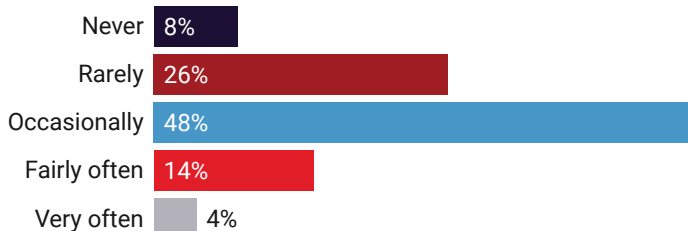
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

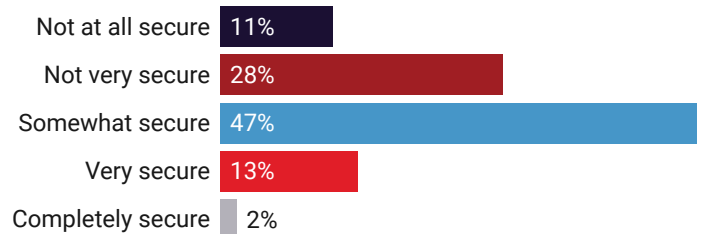
Transgender rights	Selected by 57%
The Presidential election	Selected by 56%
Gun control	Selected by 54%

16%
have been disciplined or threatened with discipline¹

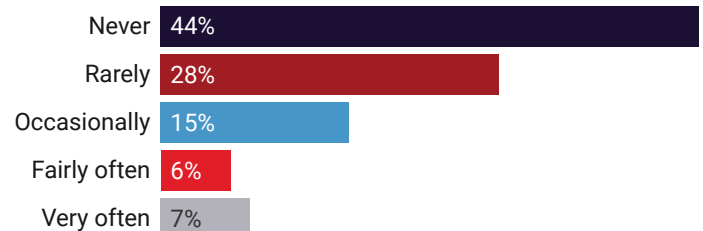
32%
recently toned down something they wrote for fear of causing controversy

63%
support adoption of institutional neutrality

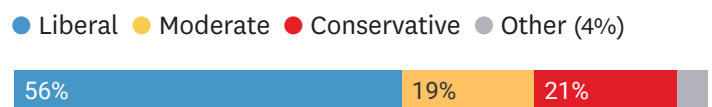
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

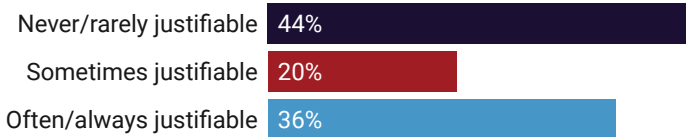


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

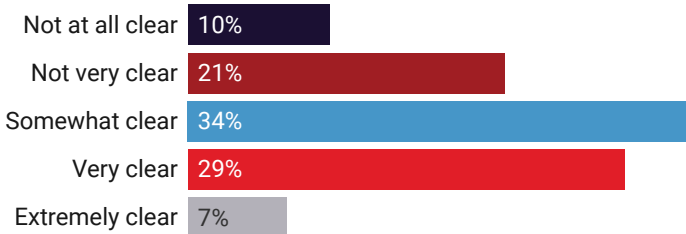
UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 145 faculty at University of North Carolina, Chapel Hill.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

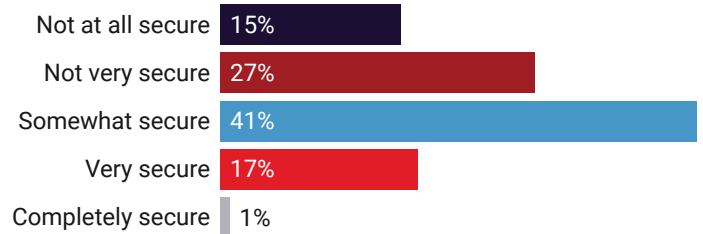
The Israeli-Palestinian conflict	Selected by 79%
Affirmative action	Selected by 54%
Racial inequality	Selected by 53%

15%
have been disciplined or threatened with discipline¹

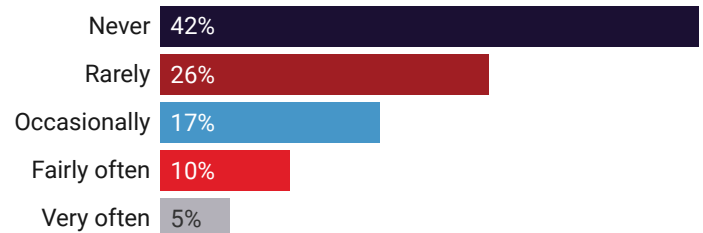
37%
recently toned down something they wrote for fear of causing controversy

65%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

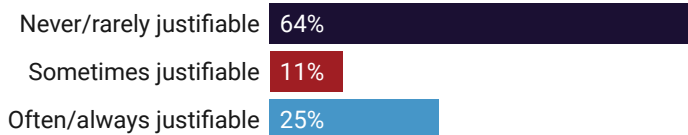


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

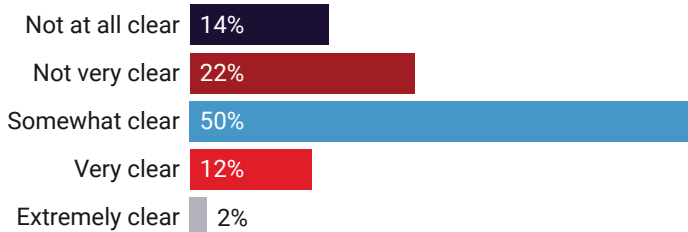
UNIVERSITY OF OKLAHOMA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 62 faculty at University of Oklahoma.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

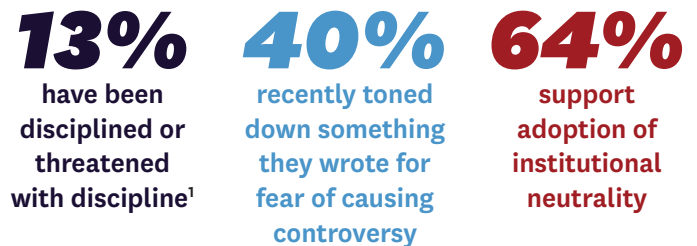


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

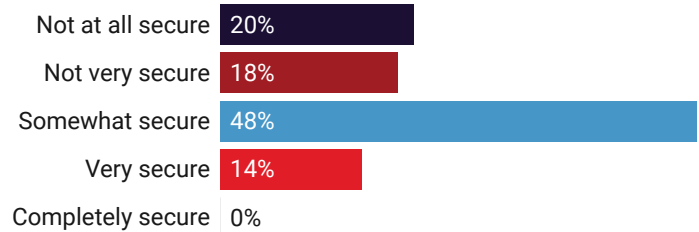


Top three difficult issues to discuss on this campus:

Transgender rights	Selected by 64%
Abortion	Selected by 62%
Racial inequality	Selected by 58%



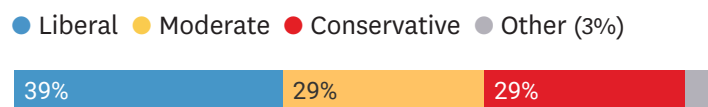
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

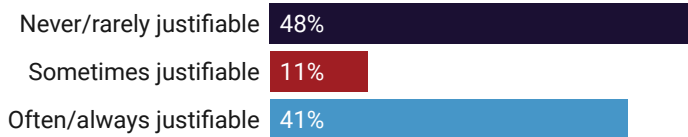


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

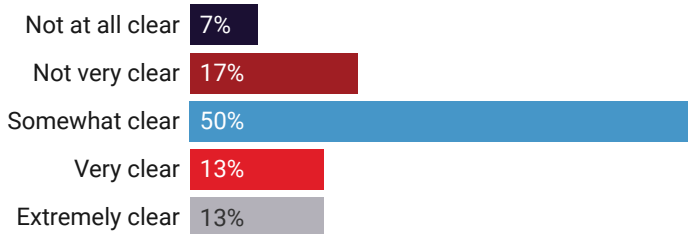
UNIVERSITY OF OREGON

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 30 faculty at University of Oregon.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

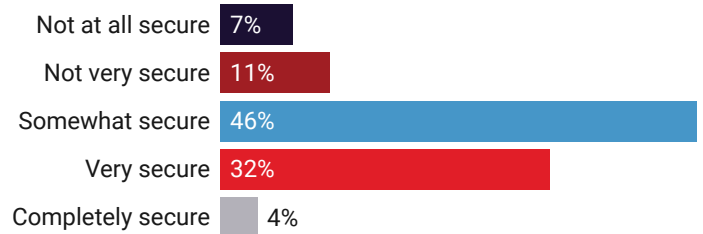
The Israeli-Palestinian conflict	Selected by 82%
Racial inequality	Selected by 46%
Affirmative action	Selected by 46%

4%
have been disciplined or threatened with discipline¹

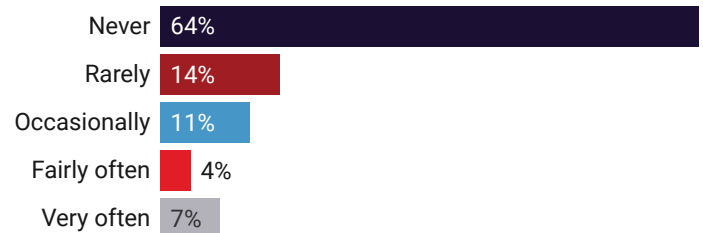
25%
recently toned down something they wrote for fear of causing controversy

57%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

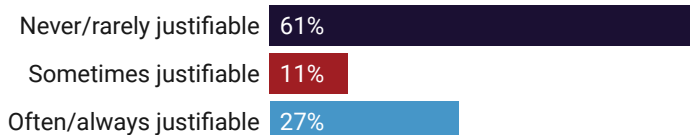


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

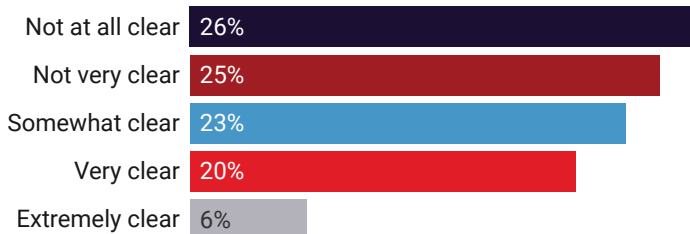
UNIVERSITY OF PENNSYLVANIA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 121 faculty at University of Pennsylvania.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

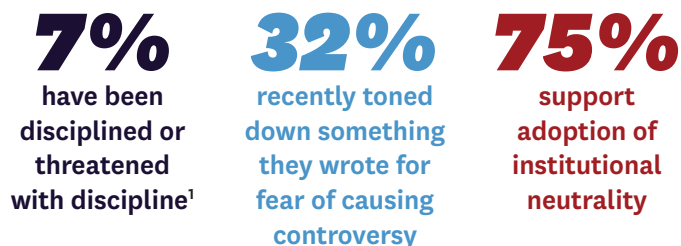


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

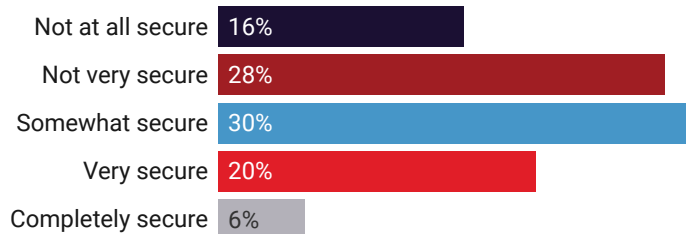


Top three difficult issues to discuss on this campus:

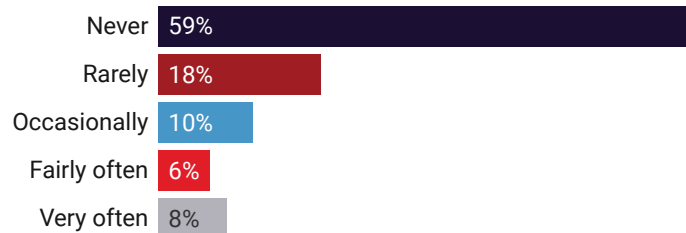
The Israeli-Palestinian conflict	Selected by 78%
Racial inequality	Selected by 55%
Affirmative action	Selected by 49%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

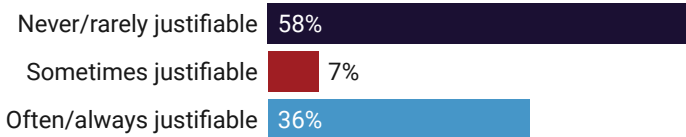


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

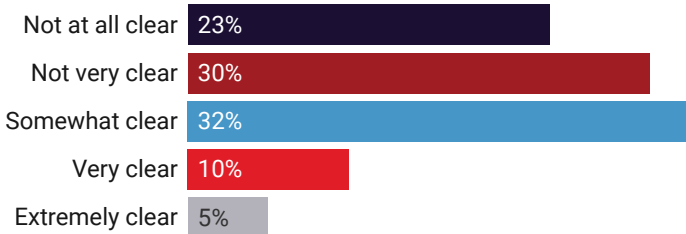
UNIVERSITY OF SOUTH CAROLINA, COLUMBIA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 83 faculty at University of South Carolina, Columbia.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

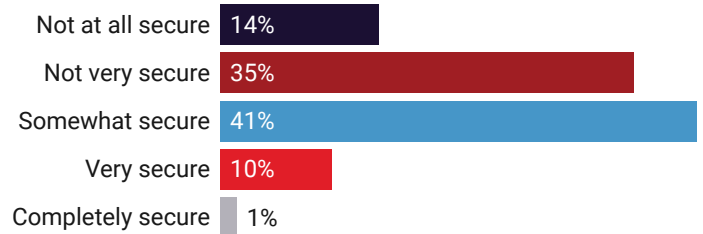
The Israeli-Palestinian conflict	Selected by 75%
Transgender rights	Selected by 59%
Racial inequality	Selected by 56%

17%
have been disciplined or threatened with discipline¹

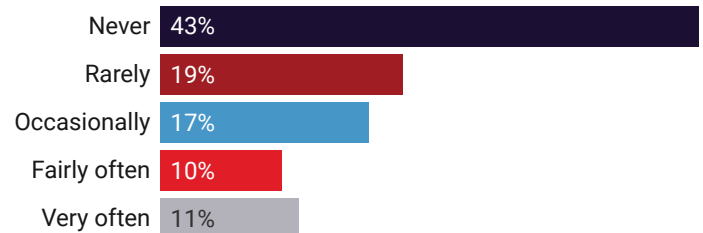
42%
recently toned down something they wrote for fear of causing controversy

73%
support adoption of institutional neutrality

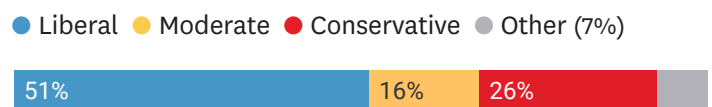
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

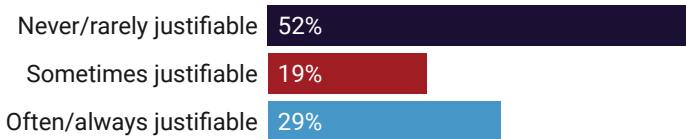


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

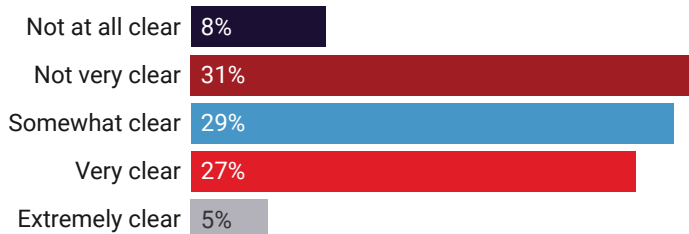
UNIVERSITY OF TENNESSEE, KNOXVILLE

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 91 faculty at University of Tennessee, Knoxville.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

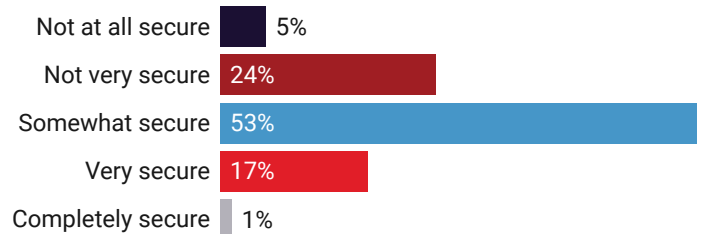
Racial inequality	Selected by 67%
Transgender rights	Selected by 61%
The Israeli-Palestinian conflict	Selected by 58%

18%
have been disciplined or threatened with discipline¹

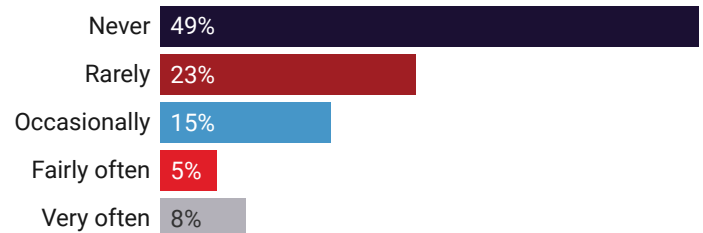
29%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

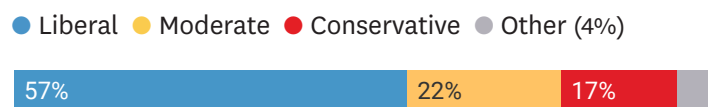
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

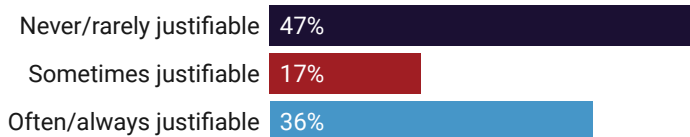


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

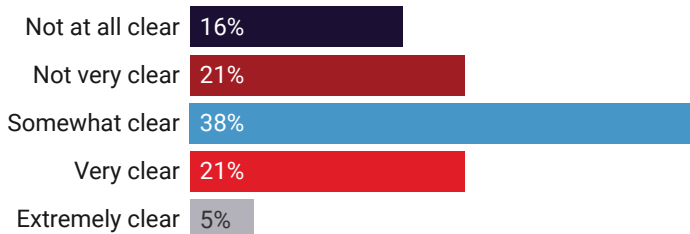
UNIVERSITY OF TEXAS, AUSTIN

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 204 faculty at University of Texas, Austin.

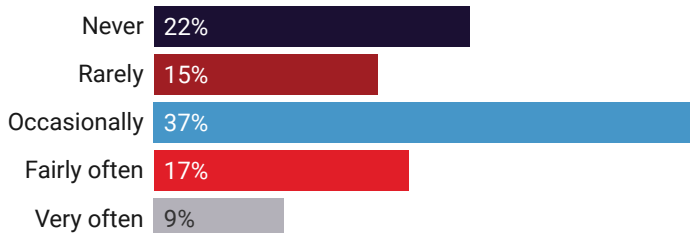
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

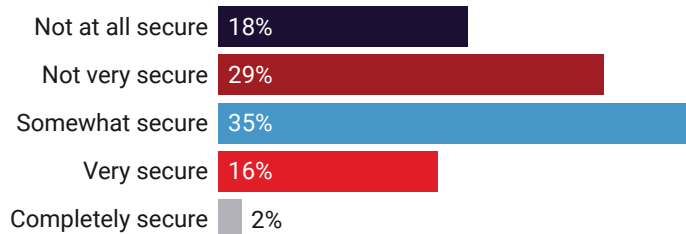
The Israeli-Palestinian conflict	Selected by 70%
Racial inequality	Selected by 58%
Transgender rights	Selected by 55%

7%
have been disciplined or threatened with discipline¹

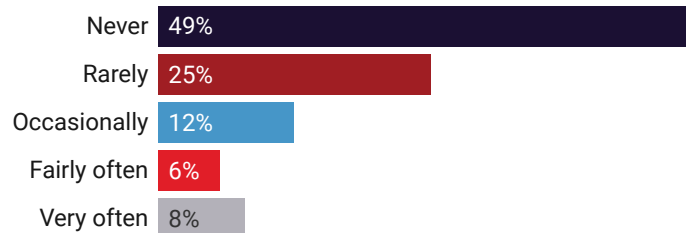
38%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

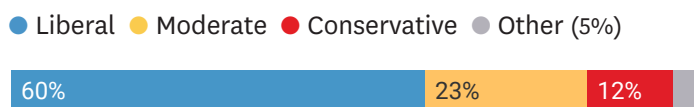
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

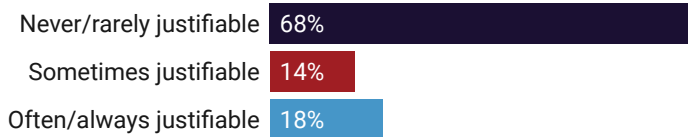


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

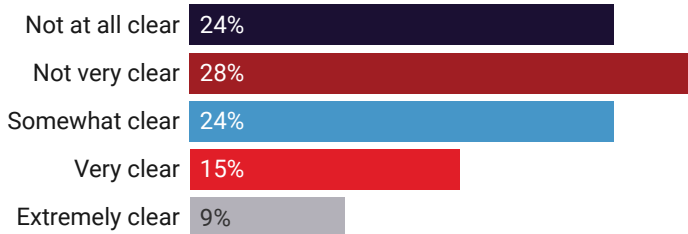
UNIVERSITY OF TEXAS, DALLAS

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 48 faculty at University of Texas, Dallas.

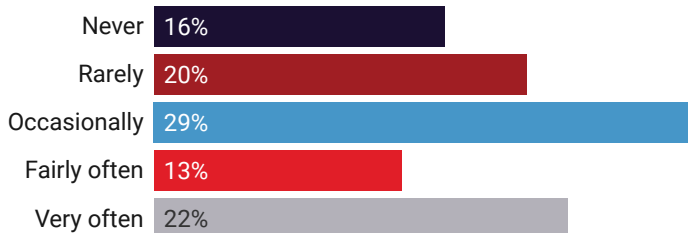
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

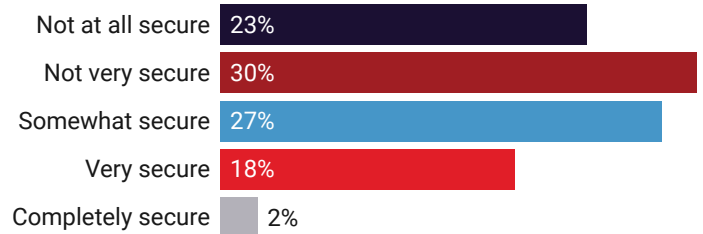
The Israeli-Palestinian conflict	Selected by 66%
Gender inequality	Selected by 55%
Racial inequality	Selected by 52%

27%
have been disciplined or threatened with discipline¹

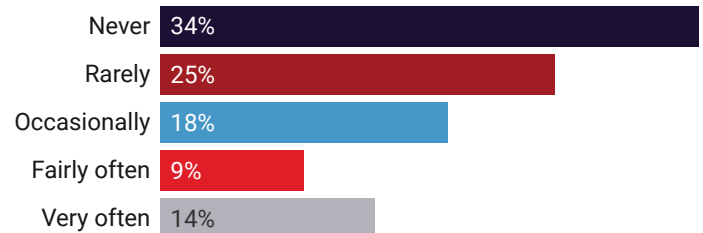
46%
recently toned down something they wrote for fear of causing controversy

68%
support adoption of institutional neutrality

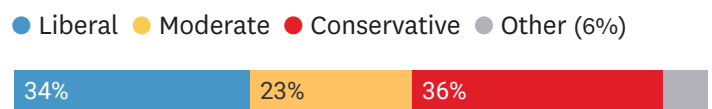
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

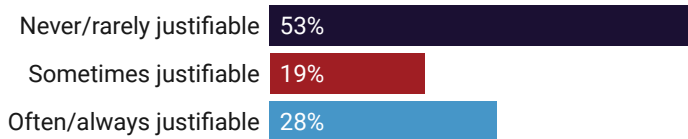


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

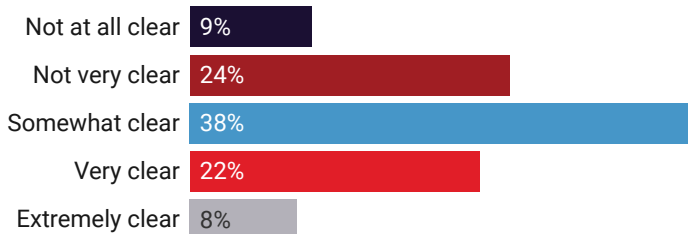
UNIVERSITY OF UTAH

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 89 faculty at University of Utah.

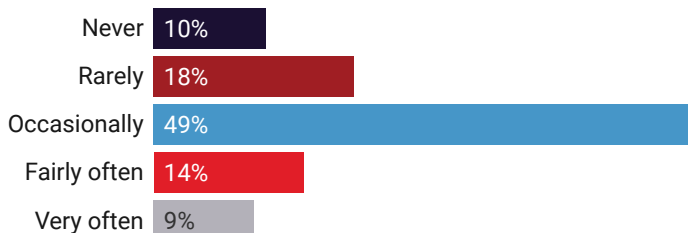
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

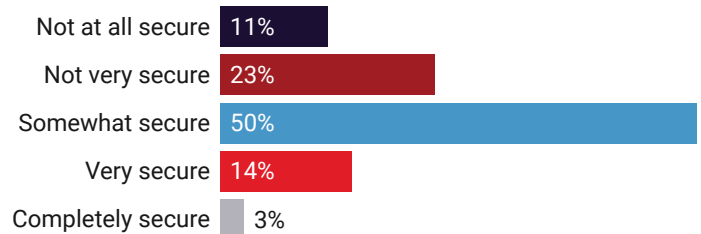
Transgender rights	Selected by 67%
The Israeli-Palestinian conflict	Selected by 64%
Religion	Selected by 57%

14%
have been disciplined or threatened with discipline¹

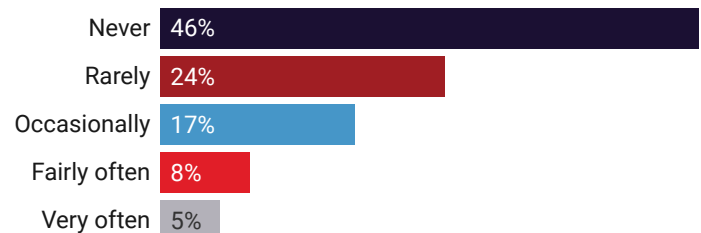
37%
recently toned down something they wrote for fear of causing controversy

65%
support adoption of institutional neutrality

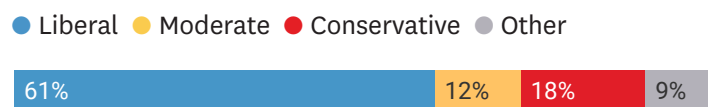
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

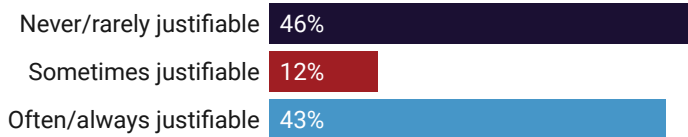


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

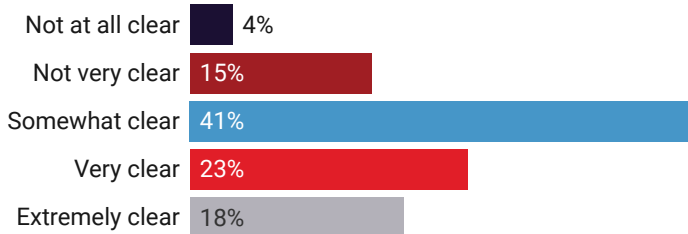
UNIVERSITY OF VIRGINIA

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 118 faculty at University of Virginia.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

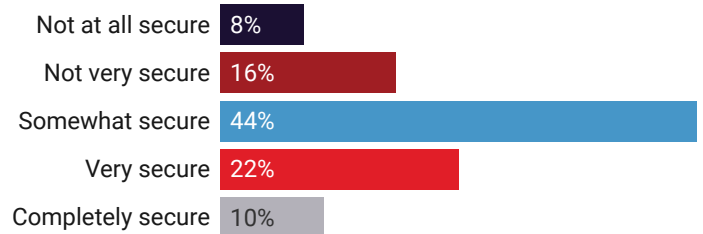
The Israeli-Palestinian conflict	Selected by 74%
Transgender rights	Selected by 46%
Affirmative action	Selected by 41%

15%
have been disciplined or threatened with discipline¹

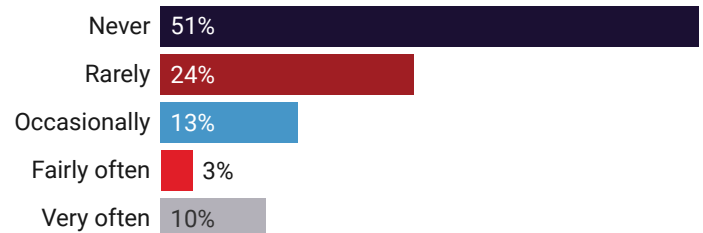
33%
recently toned down something they wrote for fear of causing controversy

63%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

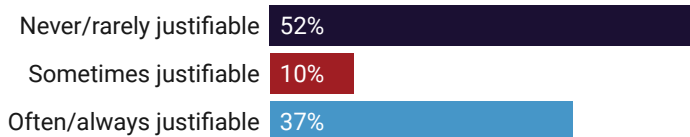


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

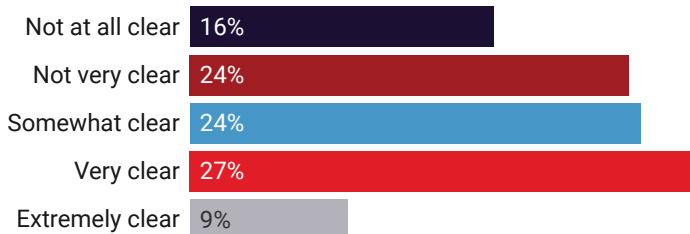
UNIVERSITY OF WASHINGTON, SEATTLE

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 186 faculty at University of Washington, Seattle.

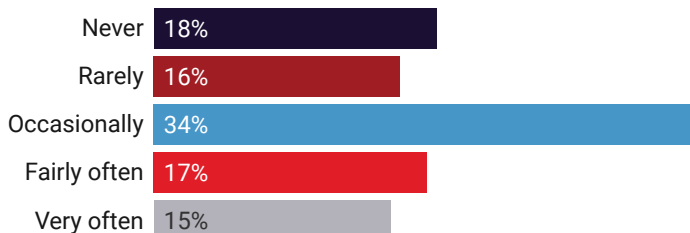
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

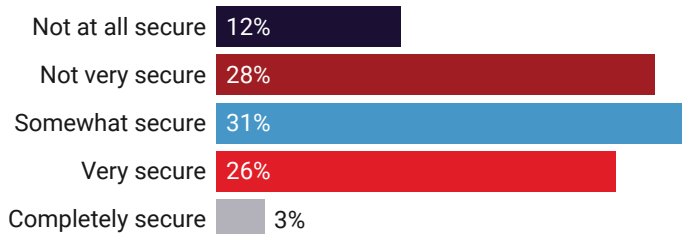
The Israeli-Palestinian conflict	Selected by 75%
Racial inequality	Selected by 59%
Affirmative action	Selected by 48%

12%
have been disciplined or threatened with discipline¹

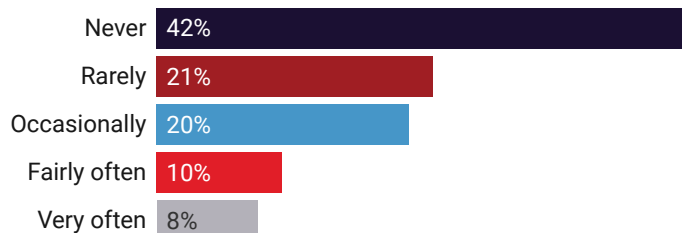
35%
recently toned down something they wrote for fear of causing controversy

67%
support adoption of institutional neutrality

How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

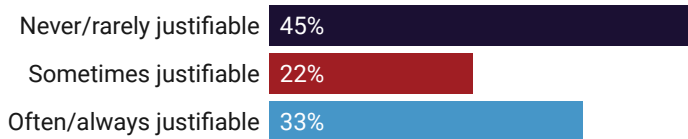


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

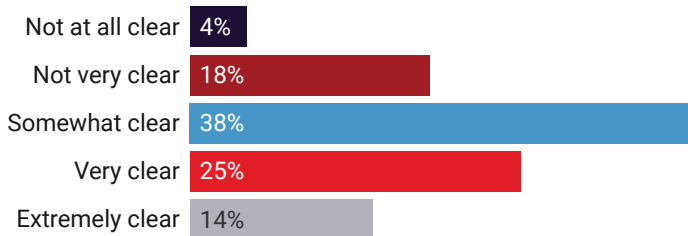
UNIVERSITY OF WISCONSIN, MADISON

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 124 faculty at University of Wisconsin, Madison.

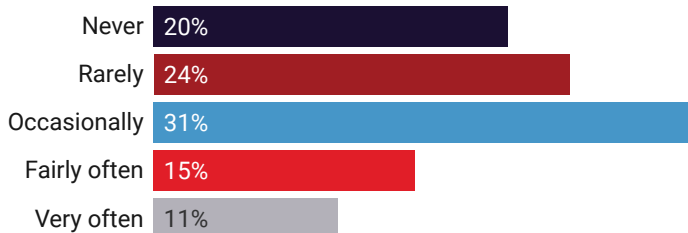
DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

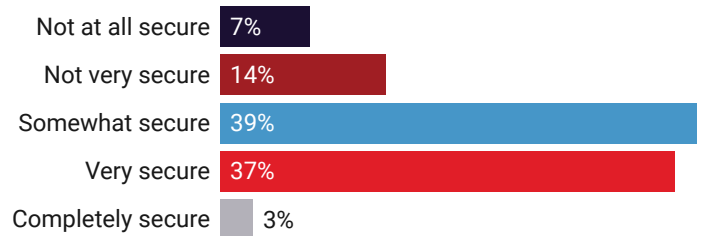
The Israeli-Palestinian conflict	Selected by 59%
Racial inequality	Selected by 42%
Affirmative action	Selected by 41%

13%
have been disciplined or threatened with discipline¹

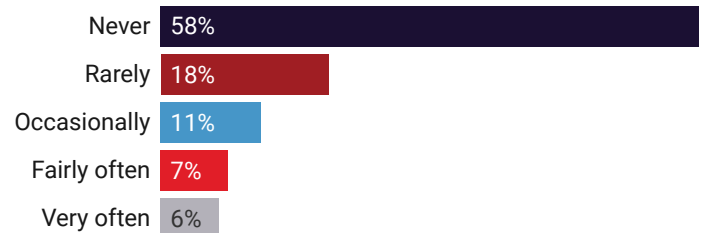
30%
recently toned down something they wrote for fear of causing controversy

60%
support adoption of institutional neutrality

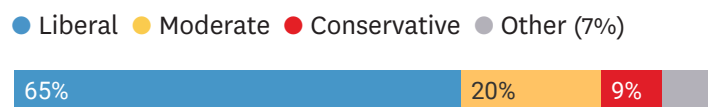
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

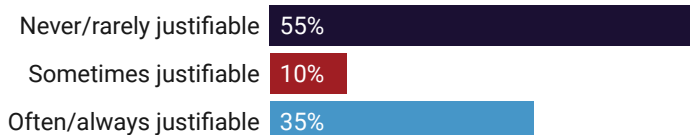


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

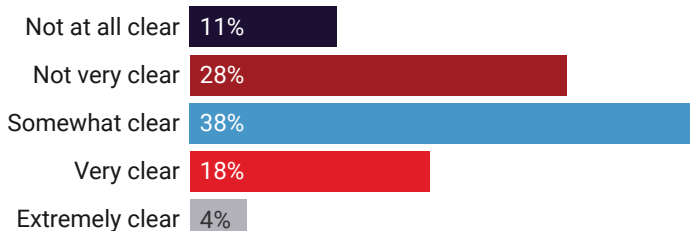
VIRGINIA TECH UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 122 faculty at Virginia Tech University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

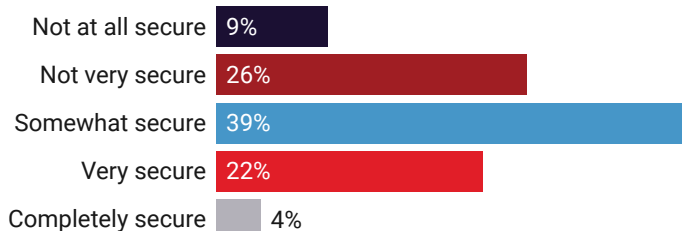
The Israeli-Palestinian conflict	Selected by 62%
Racial inequality	Selected by 60%
Transgender rights	Selected by 52%

17%
have been disciplined or threatened with discipline¹

38%
recently toned down something they wrote for fear of causing controversy

72%
support adoption of institutional neutrality

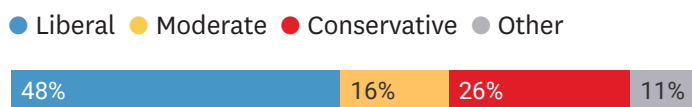
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

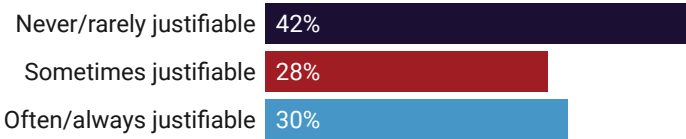


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

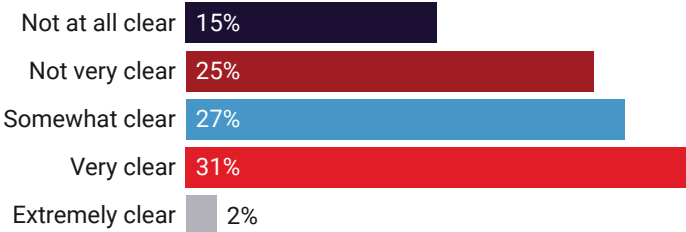
WAKE FOREST UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 55 faculty at Wake Forest University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:



How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:



Top three difficult issues to discuss on this campus:

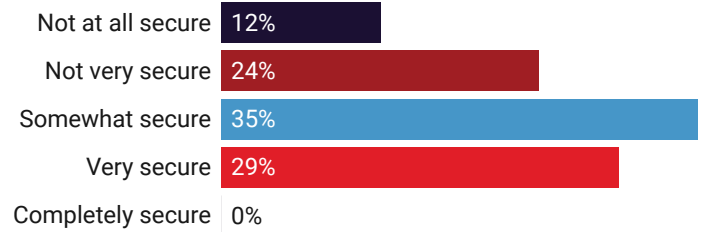
The Israeli-Palestinian conflict	Selected by 71%
Racial inequality	Selected by 63%
Transgender rights	Selected by 55%

23%
have been disciplined or threatened with discipline¹

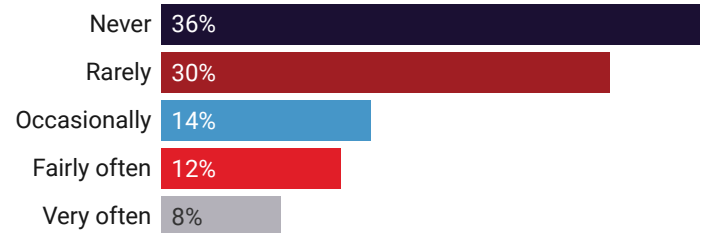
38%
recently toned down something they wrote for fear of causing controversy

64%
support adoption of institutional neutrality

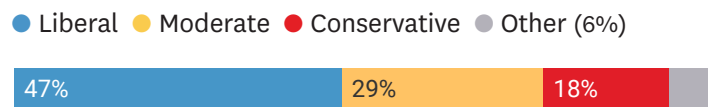
How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

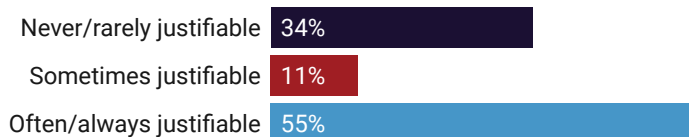


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

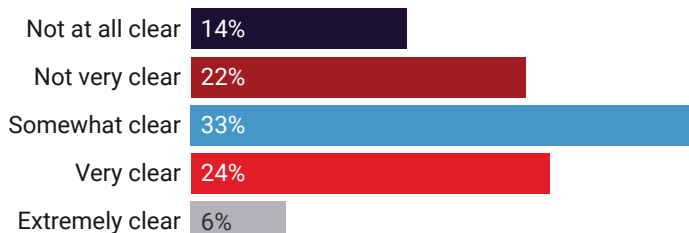
WASHINGTON STATE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 65 faculty at Washington State University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

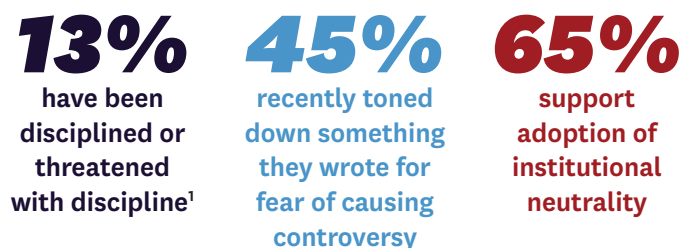


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

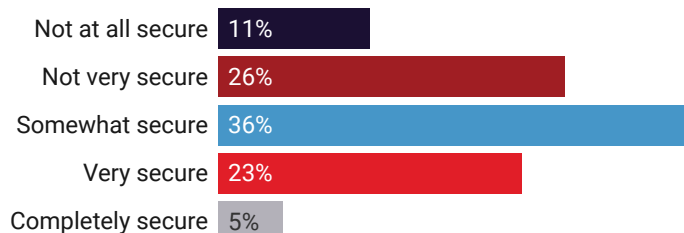


Top three difficult issues to discuss on this campus:

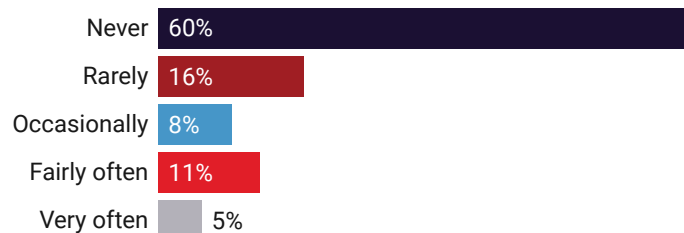
The Israeli-Palestinian conflict	Selected by 58%
The Presidential election	Selected by 42%
Abortion	Selected by 40%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:

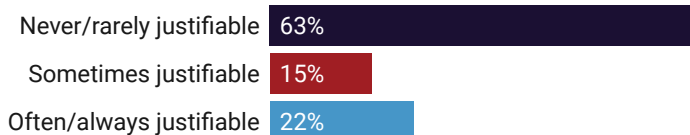


¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.

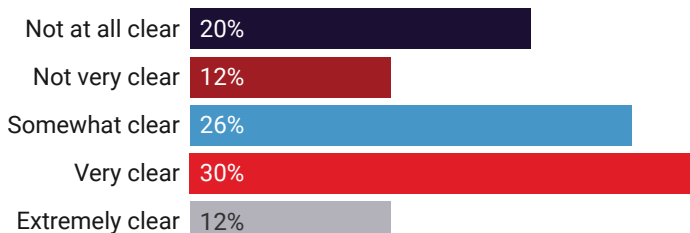
YALE UNIVERSITY

Tenured and non-tenured faculty were surveyed on topics related to free expression and academic freedom. The following are campus-specific results for selected questions from 86 faculty at Yale University.

DEI statement pledges in hiring are:



How clear it is that the administration protects free speech on this campus:

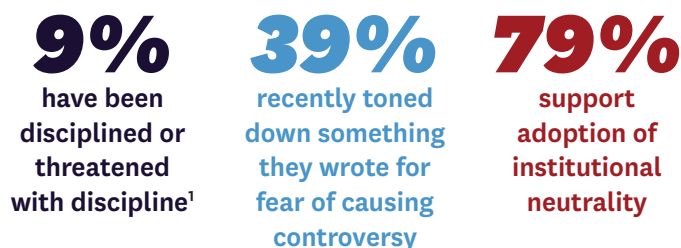


How often faculty on this campus felt they could NOT express their opinion because of how others would respond²:

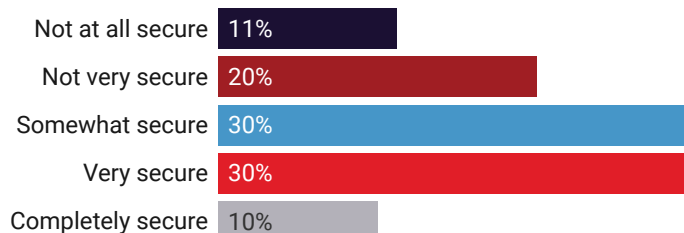


Top three difficult issues to discuss on this campus:

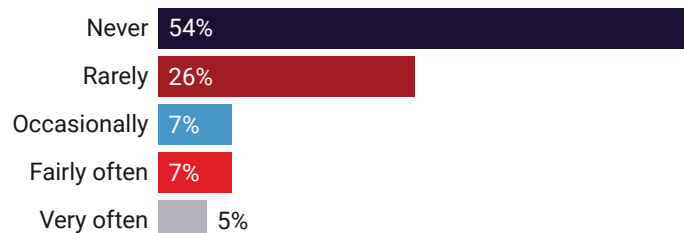
The Israeli-Palestinian conflict	Selected by 82%
Affirmative action	Selected by 50%
Racial inequality	Selected by 49%



How secure academic freedom is on this campus according to faculty:



How often faculty on this campus hide their political beliefs from other faculty on this campus in an attempt to keep their job:



Faculty political ideology:



¹Faculty were asked if they have experienced discipline or threats of discipline for any of the following: their research, teaching, talks outside the classroom to an academic audience, and/or speech outside the university purview. ²Others includes students, administrators, and other faculty.



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