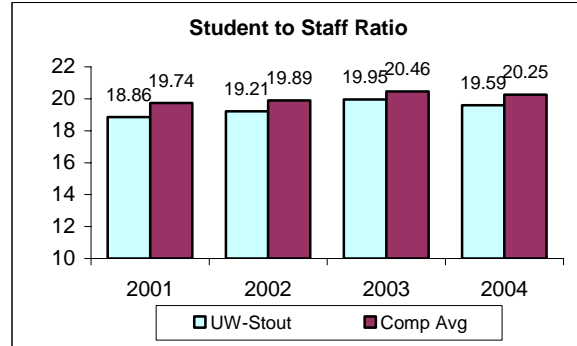
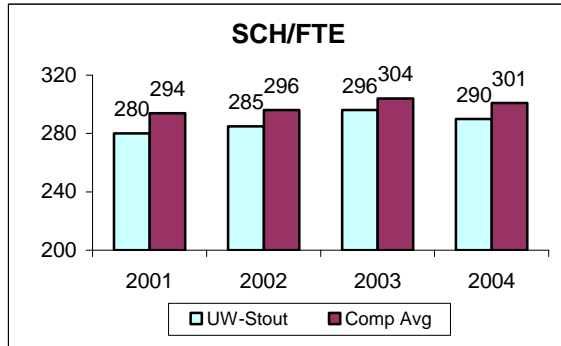


F. UW-Stout Faculty and Staff Data

Teaching Workload

- UW-Stout remains below the comprehensive average by over 3.2% in both SCH/FTE and Student to Staff Ratio; an increase from 2.5% in 2003-04.

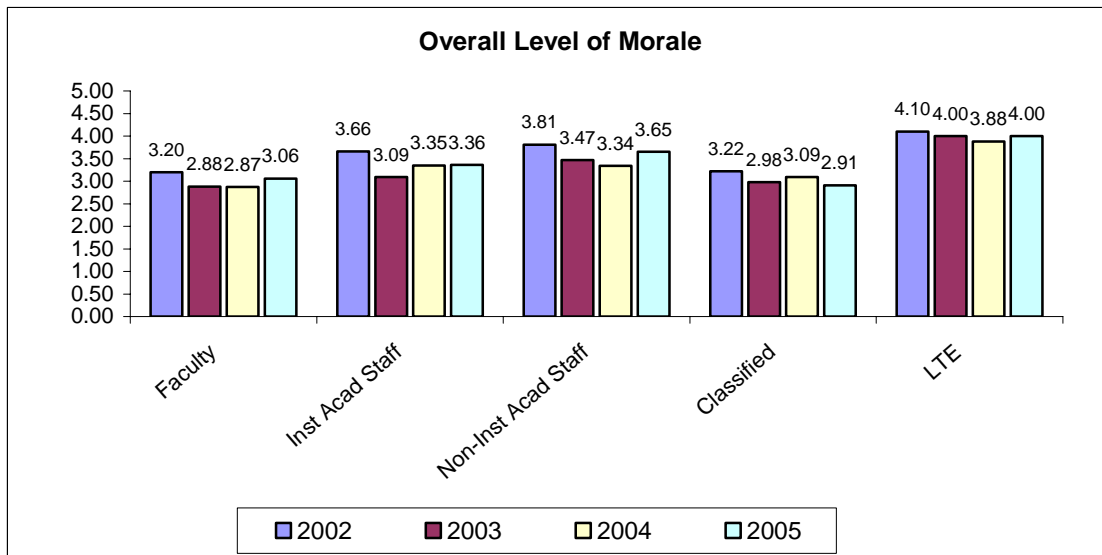


Source: IAIS, Cost per Credit, Total Instructional Budget

Source: IAIS, Cost per Credit, Total Instructional Budget

Morale

- Since 2002 morale has decreased for all employee classifications. However, in comparison to 2004, morale has increased slightly for all classifications except classified. Classified morale is at 2.91 the lowest of all groups.



- Factors ranked as most negative by group were: *opportunity for promotion* by classified (71%), *university salary* by faculty (66%) and instructional academic staff (64%), *workload* for non-instructional academic staff (48%), and *reclassification system* by LTE (57%).
- Input at University Level: Budget and Input at University Level: Personnel Decisions* were listed as having the most negative impact at 2.43 and 2.44 for the combined rating. In 2002 these two questions had ratings of 3.32 and 3.34, respectively.

Governance

- The biggest strengths identified by the faculty with regard to governance were:
 - Knowledge of the roles, responsibilities and representatives of the faculty senate/standing committees
 - Involvement in the faculty senate/standing committees and in discussing issues with senate representatives
- The biggest strengths identified by academic staff with regard to governance were:
 - Achievement of the roles and responsibilities of the senate, including: the overall roles and responsibilities, participation in institutional policy development, making timely decisions, and addressing the concerns of both instructional and non-instructional staff
 - Representation of academic staff at the senate and academic staff interest in university standing committees and personnel matters
- Communication was the biggest opportunity for improvement for the faculty. Questions in the “communication” block were rated low in comparison to the other likert-scale questions. Comments indicated that minutes and agendas were not very visible, and that there were some communication problems among the Faculty Senate, standing committees, and faculty/staff.
- Lack of knowledge was the biggest opportunity for improvement for the academic staff. Low ratings were reported on the questions dealing with knowledge, in comparison to the other likert-scale questions. Most of the comments by the academic staff dealt with lack of knowledge. Comments indicated that academic staff had limited knowledge of: what is discussed at the meetings; who is on the senate; how the senate affects individual academic staff; and where the minutes are published.

Climate

One-Minute Climate Assessment	2004	2003	2001
1. <i>There is a spirit of cooperation among staff within my immediate unit toward common interests.</i>	3.65	3.66	3.84
2. <i>There is a spirit of cooperation across units at UW-Stout toward common interests.</i>	2.90	2.94	3.12
3. <i>Relationships among peers are trusting and honest.</i>	3.31	3.36	3.45
4. <i>Relationships among staff and their immediate supervisor are trusting and honest.</i>	3.34	3.35	3.54
5. <i>UW-Stout values differences among people (e.g. sex, age, race, ethnicity).</i>	3.55	3.50	3.57
6. <i>UW-Stout encourages the expression of different ideas and opinions.</i>	3.04	3.09	3.33
7. <i>Please indicate your overall level of morale with respect to your work at UW-Stout.</i>	3.11	3.07	3.51

- Ratings for all seven climate assessment questions have dropped from 2001 to 2004
- The questions with the highest and lowest ratings relate to cooperation. Cooperation among staff within their immediate unit was rated high whereas, cooperation across units was rated low in all years of the survey.
- The second lowest rated question in all years of the survey was *UW-Stout encourages the expression of different ideas and opinions*. Faculty, in particular, felt that UW-Stout does not necessarily encourage the expression of different ideas or opinions and they had an average rating of 2.77 (5 point scale).

- Ratings on freedom from discrimination from employees leaving UW-Stout continue to be higher than 4.5 on a 5-point scale (1=always discriminated against; 5=never discriminated against) for all areas except gender. Ratings on freedom from harassment continue to be higher than 4.5 on the 5-point scale in all of the categories.

Reasons for Leaving UW-Stout

- In 2003-05, “found a job with a higher salary” continues to be a factor that influences unclassified employee’s decision to leave UW-Stout. Unclassified respondents also reported “dissatisfaction with department/unit,” and “non supportive environment” as that influenced their decision to end their employment with UW-Stout in 2003-05.
- Classified respondents reported workload issues and a non supportive environment as the most common factors that influenced their decision to leave UW-Stout in 2003-05.

Complaints

- A total of 18 complaints by faculty and staff were reported as part of the Complaint Tracking Process for the first three quarters of 2004-05, in comparison to 29 complaints at this time in 2003-04.