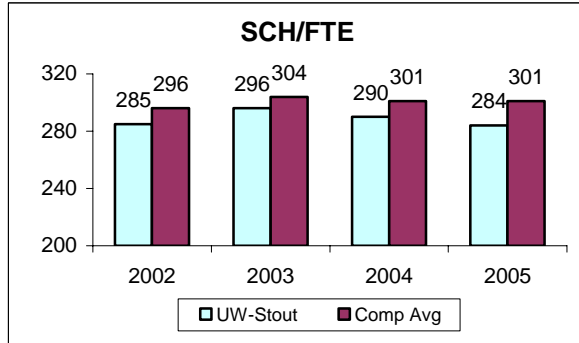


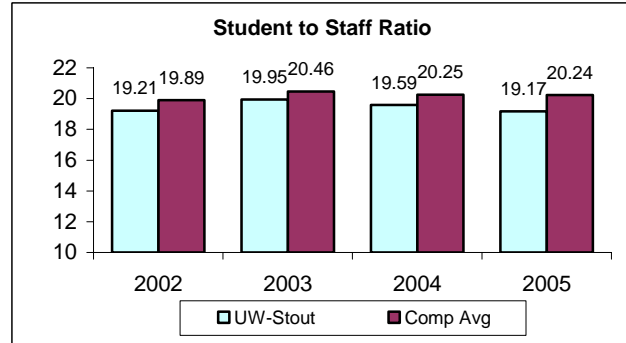
F. UW-Stout Faculty and Staff Data

Teaching Workload

- UW-Stout remains below the comprehensive average by over 5.2% in both SCH/FTE and Student to Staff Ratio; an increase from 3.2% in 2004-05.



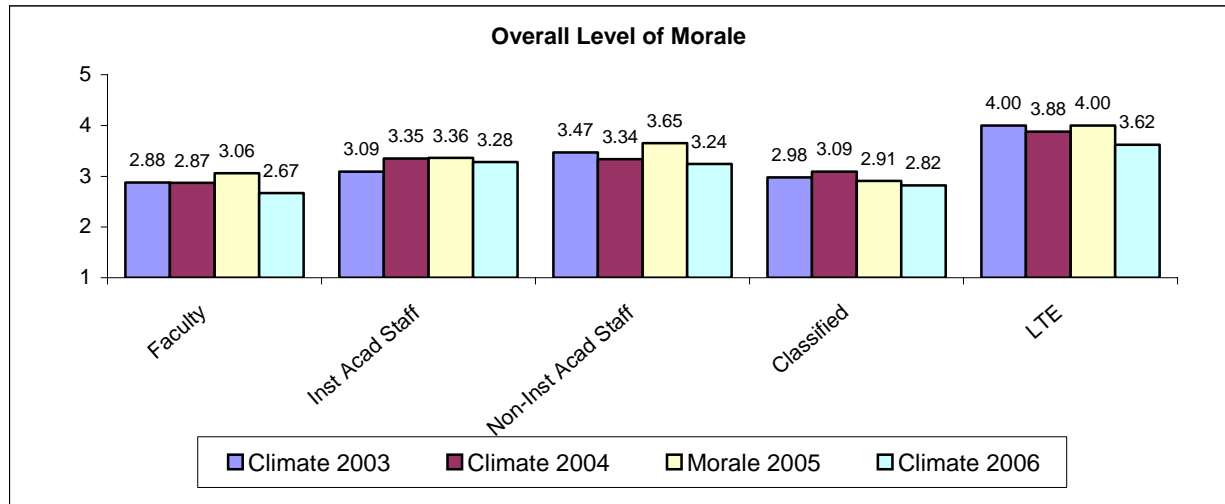
Source: IAIS, Cost per Credit, Total Instructional Budget



Source: IAIS, Cost per Credit, Total Instructional Budget

Morale

- Since 2004 morale has decreased for all employee classifications. Faculty morale is at 2.67 the lowest of all groups with classified morale the next lowest at 2.82.



- 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.

aspects of their jobs than in 2001 in the particularly in the areas of scholarly pursuits, autonomy and independence, and relationships with administration.

- In the 2004 UCLA faculty survey, a few of the factors that were noted as sources of stress more often by Stout faculty/staff than the national averages included: faculty meetings,

institutional procedures and “red tape,” keeping up with information technology, and change in work responsibilities.

Governance

- The greatest strengths identified by the faculty with regard to governance were:
 - Knowing who my Faculty Senate representative is.
 - Having the opportunity to provide input in policy changes, recommendations, and implementation in my department.
 - Familiarity with the governance procedures in my department.
- The greatest strengths identified by academic staff with regard to governance were:
 - Representation of academic staff at the senate and academic staff interest in university standing committees.
 - The opportunity to provide input in policy changes, recommendations, and implementations in my department.
- Making recommendations in time to affect the decisions being made was identified by faculty as the greatest opportunity for improvement, followed by the promotion of faculty interest by Faculty Senate.
- “I have discussed Senate of Academic Staff issues with my senate representative” was the greatest opportunity for improvement according to academic staff.

Climate

- Ratings for all seven climate assessment questions have dropped from 2001 to 2006.
- 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 (lowest in 2006) was *UW-Stout encourages the expression of different ideas and opinions*.

One-Minute Climate Assessment	2006	2004	2003	2001
1. <i>There is a spirit of cooperation among staff within my immediate unit toward common interests.</i>	3.51	3.65	3.66	3.84
2. <i>There is a spirit of cooperation across units at UW-Stout toward common interests.</i>	2.76	2.90	2.94	3.12
3. <i>Relationships among peers are trusting and honest.</i>	3.11	3.31	3.36	3.45
4. <i>Relationships among staff and their immediate supervisor are trusting and honest.</i>	3.22	3.34	3.35	3.54
5. <i>UW-Stout values differences among people (e.g. sex, age, race, ethnicity).</i>	3.33	3.55	3.50	3.57
6. <i>UW-Stout encourages the expression of different ideas and opinions.</i>	2.74	3.04	3.09	3.33
7. <i>Please indicate your overall level of morale with respect to your work at UW-Stout.</i>	2.91	3.11	3.07	3.51

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 2.54 (5 point scale).

Complaints

- A total of 64 complaints by faculty and staff were reported as part of the Complaint Tracking Process for a combined first three quarters of 2005-06, in comparison to 47 complaints at this time in 2004-05 for a combined first three quarters.