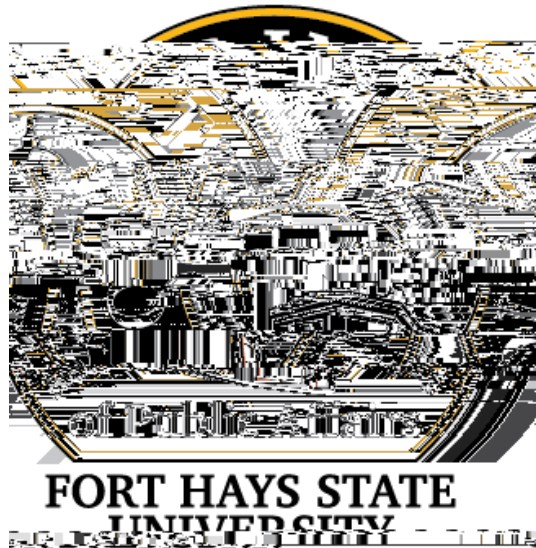


# 2019 Regent Universities USS-UPS Poll

Report for Wichita State University (WSU),  
including:

Statewide Results  
Statewide Results Excluding WSU  
Results from WSU Only



Response to Additional Information Request:

September 2019



2019 Regent Universities  
USS-UPS Poll

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## Summary

This report is for Wichita State University. Responses to each question on the USS-UPS Employee poll conducted in spring 2019 are provided for all five universities (Statewide), four universities (Excluding WSU), and for Wichita State University (WSU Only). In most cases, responses from these three groups of respondents are shown in a table or figure. For lengthier sets of series questions, three figures are provided (Statewide, Excluding WSU, and WSU Only).

The Docking Institute's independent analysis of the data set shows the following:

- x About 73% of WSU respondents have worked at WSU for 14 or fewer years. About 64% of respondents from other universities have been employed for 14 or fewer years.
- x WSU shows larger percentages (when compared to the other four universities) of both UPS hourly wage earners and salary earners.
- x The "amount of pay or compensation" was ranked first (as an important item) among most respondents, and "recognition for the work performed" and "additional incentives or perks" were ranked second among many respondents. A slightly larger percentage of WSU respondents, compared to respondents from other universities, ranked "recognition for work performed" first.
- x Larger percentages of WSU respondents than respondents from other universities report that their work is "greatly appreciated" by immediate supervisors and coworkers. Similarly, larger percentages of WSU respondents than respondents from other universities report that their work is "greatly appreciated" and "moderately appreciated" by department heads.
- x Regarding morale at work, WSU respondents provide a much larger percentage (50.2%) of "somewhat positive" responses compared to respondents from other universities (41.2%).
- x When asked about morale "compared to two years ago," about 26% of WSU respondents report that their morale has "improved," 41.8% report that their morale has "remained the same," and 31.9% report that their morale has "worsened" during the past two years.
- x Among respondents reporting that their morale had worsened, WSU stands out with much larger percentage of responses regarding "morale of those around me has worsened" as a reason for worsened morale, compared to other universities.
- x When asked if wages are reasonable for the work performed, slightly larger percentages of WSU respondents find their wages "reasonable" and "somewhat reasonable" when compared to respondents from all universities or the other four universities.
- x About 33% of WSU respondents and 37% of non-WSU respondents report having a second job or other means of income.
- x WSU has a slightly smaller percentage of respondents reporting that they are considering a







The table below shows respondents by employment classification. The largest percentages of respondents (statewide) are Unclassified Professional Staff (UPS) – Salary earners and

## Item Importance and Appreciation of Work Performance

Figure 2 shows responses to statements addressing the work performance appreciation by various groups and individuals. The groups and individuals include co-workers, immediate supervisors, department heads, and university administrators. The statements include “my work is unappreciated,” “my work is moderately appreciated,” “my work is greatly appreciated,” and “this item does not apply to me.”

Figure 2 shows that most respondents report that their work is “greatly appreciated” by their immediate supervisors and co-workers.

A larger percentage of WSU respondents than respondents from other universities (Excluding WSU) report that their work is “greatly appreciated” by immediate supervisors.

Similarly, larger percentages of WSU respondents than respondents from other universities report that their work is “greatly appreciated” and “moderately appreciated” by department heads.

## Figure 2: Appreciation of Work Performed





Respondents indicating that their morale has worsened compared to two years ago (represented by the grey bars in the previous figure) were asked follow-up questions about why morale has worsened. Responses included “salary increases haven’t kept up with increased costs,” “had to take on additional work duties with no/minimal increases in pay,” “morale of those around me has worsened,” and “layoffs have created uncertainty about the future of my position.”

The figure below shows all four statements and all three groups of universities.

WSU stands out with a much larger percentage of responses regarding “morale of those around me has worsened” as a reason for worsened morale, compared to other universities.

Smaller percentages of WSU respondents identify “additional work duties additional work duties with no/minimal increases in pay” and “layoffs have created uncertainty about my position” as reasons for worsened morale, compared to other universities.

### Figure 5: Why Morale Has Worsened





Figure 7 shows responses to a question asking “do you (yourself) have a second job or other means of income?” The figure shows that 37.2% of non-WSU respondents and 32.6% of WSU

WSU has a slightly smaller percentage of respondents reporting that they are considering a second job (39.8%) when compared to all universities (42.1%) and the other four universities (42.8%).

### Figure 8: Considering a Second Job

Respondents with a second job ("yes" Figure 7) and those considering a second job ("yes" Figure 8) were asked the question "of the following, which BEST describes the reason you have taken a second job or are considering a second job?"

Answer options included to "be able to better provide for family," "help to pay down debts/bills," and "be able to have additional discretionary income (i.e., to spend on vacations, upgraded car, etc.)."

Figure 9 (next page) shows essentially no difference among respondents from WSU and non-WSU universities. About 20% of respondents have a second job or are considering taking a second job for "have additional discretionary income," about 40% have a second job or are considering one to "pay down debts and bills," and almost 40% have a second job or are considering one to "better provide for families."

## Figure 9: Reasons for a Second Job

Respondents with a second job (“yes” Figure 7) and those considering a second job (“yes” Figure 8) were also presented with the following statement and question:

“You mentioned that you have a second job or that you are considering taking a second job. Regarding your job with the University, which of the following reasons have encouraged you to remain employed there?”

Respondents were presented the list of the following statements and asked if they agree or disagree with each (recorded as “yes” or “no”).

- x I earn a better salary than a comparable job in the private sector
- x The stability in employment
- x I need the health insurance
- x I need access to the education discounts offered (i.e. tuition waivers) for self/dependents
- x I am close to retirement age
- x I enjoy the work so much that I remain

Figure 10 (next page) shows the responses to these statements ranked by largest to smallest statewide “yes” responses.

## Figure 10: Reasons for Continued University Employment

Figure 10 shows that a larger percentage of WSU respondents than other respondents (Excluding WSU) report that they remain at their university for the “enjoyment of work.”

## Job Satisfaction, Incentives, and Health Insurance

This section of the report addresses job satisfaction, incentives or opportunities that might be of interest to employees, and opinions about health insurance.

Regarding job satisfaction, respondents were presented with a number of statements and asked to respond to each with answer options ranging from “strongly agree” to “strongly disagree.” The statements included the following:

- x I enjoy the things I do at work
- x I have a generally positive work environment
- x I am sufficiently trained to complete my required job duties
- x I have a reasonable workload
- x I have a fair chance of advancement in my job
- x I have a fair chance for future salary or wage increases

Figures 11a, 11b, and 11c show responses to the statements ranked by “agree” and “strongly agree” combined. Figure 11a shows responses from all five universities (Statewide).

### Figure 11a: Job Satisfaction (Statewide)

The figure above shows that most respondents “agree” with the statement “I enjoy the things I do a work” (51.6%), while a third (33.8%) “strongly agree” with this statement. Similarly, majorities of respondents at least “agree” with statements regarding “I am sufficiently trained..,” “I have a generally positive work environment,” and “I have a reasonable workload.”

Figure 11b shows responses from four universities (Excluding WSU). Figure 11c shows responses from WSU.

Responses do not differ greatly when comparing respondents from all universities, respondents from non-WSU universities, and respondents from WSU, but a larger percentage of WSU respondents “strongly agree” with the statement “I enjoy the things I do at work” when compared to respondents from other universities.

Figure 11b: Job Satisfaction (Excluding WSU)

Figure 11c: Job Satisfaction (WSU Only)

Figures 12a, 12b, and 12c show responses to the series of statements regarding incentives or opportunities that might be of interest to employees. Respondents were asked to respond to each with answer options ranging from “extremely important” to “not at all important.” The incentives or opportunities are listed below:

x Flex-

Figure 12b shows responses from employees from four universities (Excluding WSU). Figure 12c shows responses from employees from WSU.

Figure 12b and Figure 12c show similar responses from non-WSU and WSU respondents.

Slightly larger percentages of WSU respondents than non-WSU respondents consider “flex-time or flexible hours” and “on-the-job training” as “very important.”

Figure 12b Incentives or Opportunities (Excluding WSU)

Figure 12c Incentives or Opportunities (Only WSU)





Respondents were also asked to respond to the statement “with regard to your health insurance through the State of Kansas, which of the following statements MOST applies to you.” The following items were provided:

- x I'm receiving more value at more cost
- x I'm receiving equal value at more cost
- x I'm receiving less value at more cost
- x I don't feel I'm well informed enough to respond
- x I don't use the State of Kansas Health Insurance

Figure 13 shows responses from all universities (Statewide), four universities (Excluding WSU), and WSU Only.



Referring to Figure 14, WSU respondents provide slightly smaller or smaller percentages of “yes” responses for each item except for “none of the above,” when compared to non-WSU respondents.

Respondents were asked to provide another impact of budget limitations in a text box. Table 4 shows comments collapsed into 17 categories. (NOTE: Many respondents provided more than one implication of budget limitations. The categories below show the first limitation listed.)

#### Table 4: Additional Budget Impact Comments

## Different Job

Respondents were asked "are you currently looking for a different job or have you looked for a new job in the past year or so?"

Figure 15 below shows that a smaller percentage of WSU respondents than respondents from other universities are currently looking for a different job.

### Figure 15: Looking for Different Job

## Figure 16: Looking for On and/or Off-Campus Job

The figure above shows that a smaller percentage of WSU respondents report looking for an on-campus job when compared to respondents from all universities (Statewide) and other universities (Excluding WSU).

Finally, respondents were asked if they had any other comments they would like to add. Table 5 shows responses collapsed into 11 categories. The items are ordered by statewide response (highest to lowest).

(NOTE: Many respondents provided more than comment. The categories below show the first listed.)

**Table 5: Additional Comments**

	Statewide (n=838)	Excluding WS (n=669)	WSU Onl (n=169)
Wage Increases/Wage Increase Schedule/Yearly CoL Adjustments Needed	19.5	20.0	17.2
Generalized Frustration/Low Morale Expressed	13.4	13.9	11.2
Wages Should Better Match Skills and/or Years of Service	13.2	13.0	14.2
Poor Management Decisions/Favoritism/Bullying by Management	12.2	11.1	16.6
	1212	13..Tw	36.75 8Td

The table above shows that 19.5% of all (Statewide) respondents and 20% of non-WSU (Excluding WSU) respondents report that “wage increases/wage increase schedule/yearly cost of living increases are needed.” About 17% of WSU respondents report the same.

A larger percentage of WSU respondent than respondents from other universities identify “poor management decisions/favoritism/bullying by management,” while a smaller percentage of WSU respondents (than others) identify “top heavy administration/wage increases going only to the top/administration out of touch.”

# Appendix: Survey

## 2019 Regent Universities USS -UPS Poll

### QIntro

The Docking Institute of Public Affairs has been asked to conduct a poll of current University Support Staff (USS) and Unclassified Professional Staff (UPS) employed at Kansas Regent Universities.

Your responses will remain confidential. Only grouped data will be analyzed. This poll is also completely voluntary. You have an option to exit now if you prefer.

If you have any questions about this poll, please contact Michael S. Walker at 785-628-5563 or [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu).

Please select "Yes - I would like to continue" below to complete the poll. Selecting "Yes - I would like to continue" is providing consent to participate.

The poll is intended for USS and UPS employees over the age of 18. If you are 17 years of age or younger, or would like to NOT complete the poll, please select, "No - I will not continue" below.

- { Yes - I would like to continue (1)
- { No - I will not continue (2)

Skip To: End of Survey If QIntro = No - I will not continue

Q1 For which university are you employed as a USS or UPS employee?

- { Emporia State University (1)
- { Fort Hays State University (2)
- { Kansas State University (3)
- { Pittsburg State University (4)
- { Wichita State University (5)



Q2 How long have you been employed with your current university?

- { 0-4 years (1)
- { 5-9 years (2)
- { 10-14 years (3)
- { 15-19 years (4)
- { 20 years or m

Q5 How much do you feel your work is appreciated by the following groups/entities?

	My work is unappreciated (1)	My work is moderately appreciated (2)	My work is greatly appreciated (3)	This item does not apply to me/don't know (4)
Your co-workers (Q5a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your immediate supervisor (Q5b)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your department head (Q5c)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Administration (Q5d)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6 Generally speaking, how do you rate your morale at work?

- { Extremely positive (1)
- { Somewhat positive (2)
- { Neither positive nor negative (3)
- { Somewhat negative (4)
- { Extremely negative (5)

Q7a Which of the following best describes why your morale has worsened compared to two years ago?

- Salary increases haven't kept up with increased costs (1)
  - Had to take on additional work duties with no/minimal increases in pay (2)
  - Morale of those around me has worsened (3)
  - Layoffs have created uncertainty about the future of my position (4)
- 

Q8 How do you rate your salary or hourly wage with regard to the work that you currently perform?

For the work I perform, my wage is...

- Extremely reasonable (1)
  - Reasonable (2)
  - Somewhat reasonable (3)
  - Neither reasonable nor unreasonable (4)
  - Somewhat unreasonable (5)
  - Unreasonable (6)
  - Extremely unreasonable (7)
- 

Q9 Do you (yourself) have a second job or other means of income?



---

Display This Question:

If Q9 = Yes

Or Q9a = Yes

9c You mentioned that you have a second job or that you are considering taking a second job.

Q10 For each statements below, please indicate if you strongly agree, agree, disagree, or strongly disagree.

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)
I enjoy the things I do at work (Q10a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a generally positive work environment (Q10b)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sufficiently trained to complete my required job duties (Q10c)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a reasonable workload (Q10d)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a fair chance of advancement in my job (Q10e)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a fair chance for future salary or wage increases (Q10f)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q11 Are any of the following incentives or opportunities of interest to you? [These options may or may not be under consideration at your institution.]

	Extremely Important (1)	Very Important (2)	Moderately Important (3)	Slightly Important (4)	Not at all Important (5)
Flex-time or flexible hours (Q11a)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-the-job training (Q11b)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation assistance (such as a ride sharing program) (Q11c)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare assistance (such as financial assistance or care at work) (Q11d)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improved healthcare benefits (Q11e)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12 Is another incentive important to you? If so, please provide that incentive in the space below.

---

Q13 With regard to your health insurance through the State of Kansas, which of the following statements MOST applies to you:

- I'm receiving more value at more cost (1)
  - I'm receiving equal value at more cost (2)
  - I'm receiving less value at more cost (3)
  - I don't feel I'm well informed enough to respond (4)
  - I don't use the State of Kansas Health Insurance (5)
- 

Q14 Have budget limitations impacted your job? If so, please mark all of the areas below that have been impacted by budget limitations.

	Yes (1)	No (2)
My amount or quantity of my work has increased (Q14a)	<input type="radio"/>	<input type="radio"/>



Q15 Is there another area in which budget limitations have impacted your job? If so, please provide that area in the space below.

---

Q16 Are you currently looking for a different job or have you looked for a new job in the past year or so?

- Yes (1)
- No (2)
- I would prefer not to respond (3)

Display This Question:  
If Q16 = Yes

Q16a Please select all that apply for your job search.

	Yes (1)	No (2)
I am looking or have looked for a different ON-campus job (Q16a1)	<input type="radio"/>	<input type="radio"/>
I am looking or have looked for a different job OFF campus (Q16a2)	<input type="radio"/>	<input type="radio"/>

