

2019 Regent Universities  
USS-UPS Poll

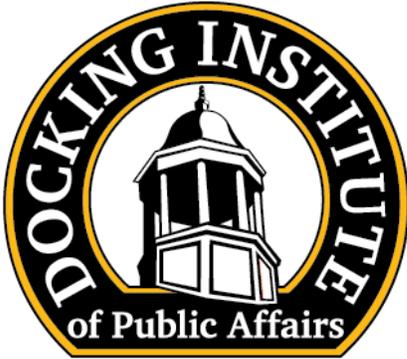
Report for Kansas State University (KSU), including:

Statewide Results  
Statewide Results Excluding KSU  
Results from KSU Only



Response to Additional Information Request:

September 2019



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USS-UPS Poll

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## Introduction and Methods

### Introduction

University Support Staff (USS) Senates of five Regent Universities asked the Docking Institute of Public Affairs to conduct a poll of USS and Unclassified Professional Staff (UPS) employees. The five universities included Emporia State University (ESU), Fort Hays State University (FHSU), Kansas State University (KSU), Pittsburg State University (PSU), and Wichita State University (WSU).<sup>1</sup>

The poll was conducted using Qualtrics on-line survey software. Email addresses for USS and UPS employees employed at the five universities during the spring 2019 semester were provided to the Docking Institute. Requests (including a link to an online poll) were sent to USS and UPS employees. The research project was submitted to the FHSU Institutional Review Board (IRB) for review.

Poll questions were developed in collaboration with USS Senates. The poll instrument can be found in the Appendix.

This report compares results from all poll respondents, respondents from the four other universities, and KSU respondents.

### Methods

Emails were sent to 8,043 USS and UPS employees at the five universities. The Institute received 2,846 completed interviews, providing a response rate of 35.4%. Since the lists provided by each university included all USS and UPS employees employed during the spring 2019 semester, no margin of error is calculated.

Email requests, containing links to an online poll utilizing Qualtrics software, were sent to all USS and UPS employees on the lists. The initial email was sent on March 18, 2019. Additional email requests were sent to non-responding employees on March 21, March 26, and April 1. Wichita State provided additional lists of UPS employees on March 28 and April 2. Follow-up emails were sent on April 1 and April 9, respectively.

Regarding Kansas State University, emails were sent to 5,070 USS and UPS employees. The Institute received 1,419 completed interviews, a response rate of 28%.

Data were downloaded into SPSS software for analysis. Email addresses and the names of employees were deleted from the SPSS file before analysis began. Only grouped data were analyzed, and no attempt was made to link individual responses to individual respondents.

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<sup>1</sup> The University of Kansas was invited to participate but declined to do so.

## Summary

This report is for Kansas 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 KSU), and for Kansas State University (KSU 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 KSU, and KSU Only).

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

- Smaller percentages of KSU respondents have worked from 10-14 years, while a larger percentage of KSU respondents have worked for 20 years or more, when compared to other universities.
- KSU shows larger percentages (when compared to the other four universities) of both UPS hourly wage earners and salary earners.
- 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 KSU respondents, compared to non-KSU respondents, ranked “professional development opportunities” second, while a slightly smaller percentage, compared to non-KSU respondents ranked “additional incentives or perks” second.
- Most respondents report that their work is “greatly appreciated” by their immediate supervisors and co-workers. A smaller percentage of KSU respondents than non-KSU respondents report that their work is “greatly appreciated” by department heads. A smaller percentage of KSU respondents than non-KSU respondents also report that their work is “greatly appreciated” and “moderately appreciated” by University administration.
- Regarding morale at work, most respondents rate their morale as *at least* somewhat positive (when considering “somewhat positive” and “extremely positive” responses together). A smaller percentage of KSU respondents provide “somewhat positive” responses when compared to other universities.
- When asked about morale “compared to two years ago,” about 17% of KSU respondents report that their morale has “improved,” 38.5% report that their morale has “remained the same,” and 44.2% report that their morale has “worsened.” Among non-KSU respondents, 24.1% report that their morale has “improved,” 37% respondents report that their morale has “remained the same,” and 41.6% report that the morale has “worsened.”
- Among respondents reporting that their morale had worsened, KSU stands out with a much larger percentage of responses regarding “salary increases haven’t kept up with increased costs” as reasons for worsened morale, compared to other universities.
- When asked if wages are “reasonable” for the work performed, slightly smaller percentages of KSU respondents find their wages “reasonable” and “somewhat reasonable” when compared to respondents from other universities.
- More than a third of KSU respondents report having a second job. About a third of non-KSU respondents report the same.

- A slightly larger percentage of KSU respondents than respondents from other universities report “considering taking a second job.”
- When asked why they have a second job or are considering one, about 20% of all respondents report a need for “additional discretionary income,” about 40% report a need to “pay down debts and bills,” and about 40% report a need to “better provide for families.” Responses do not differ from KSU and non-KSU respondents.
- Larger percentages of non-KSU respondents (Excluding KSU) than respondents from KSU report that they remain at their university for the “enjoyment of work” and “education discounts.”
- Regarding job satisfaction, larger percentages of KSU respondents than respondents from other universities “disagree” and “strongly disagree” with the statements “I have a fair chance of advancement” and “I have fair chance for salary increases.”
- Regarding incentives or opportunities, most (more than 50%) or nearly most respondents find “Improved Health Care Benefits,” “flex-time or flexible hours,” and “on-the-job training” *at least* “moderately important” regardless of university grouping. A slightly larger percentage of non-KSU respondents than KSU respondents consider “transportation assistance” as “not at all important.”
- When asked about the value of health insurance, responses from KSU and non-KSU respondents do not differ much, although a slightly larger percentage of KSU respondents than non-KSU respondents report that they do not use State of Kansas Health Insurance.
- When asked about budget limitation influencing their work, larger percentages of KSU respondents than non-KSU respondents report “staff reduced: unfilled positions” and “staff reduced: unable to fill open positions at current salary/wage levels” as impacts.
- When asked if they are currently looking for a new job, a larger percentage of KSU respondents report “yes” when compared to respondents from other universities.
- A slightly smaller percentage of KSU respondents report looking for an off-campus job and a larger percentage of KSU respondents report looking for an on-campus job, when compared to respondents from other universities.
- When asked to provide additional comments, 19.5% of all (Statewide) respondents and 16.8% of non-KSU (Excluding KSU) respondents report that “wage increases/wage increase schedule/yearly cost of living increases are needed.” A much larger percentage of KSU respondents (21.7%) report the same.

## Findings

This section of the report provides percentage responses to each question in the poll. Questions were grouped by theme and do not necessarily follow the flow of the poll questions (see the Appendix).

The tables and figures below show responses for all five universities (Statewide), all universities except for Kansas State University (Excluding KSU), and for Kansas State University (KSU Only).

The table below shows that KSU respondents do not differ much with regard to years of employment when compared to all universities or the other four universities, although smaller percentages of KSU respondents have worked from 10-14 years, while a larger percentage of KSU respondents have worked for 20 years or more, when compared to other universities (Excluding KSU).

Table 1: Years of Employment

	Percentages Shown		
	Statewide (n=2,842)	Excluding KSU (n=1,426)	KSU Only (n=1,417)
0-4 years	33.6	33.4	33.7
5-9 years	19.2	19.4	19.1
10-14 years	13.6	15.3	12.0
15-19 years	10.9	11.0	10.9
20 years or more	22.7	21.0	24.3
Total	100	100	100

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

KSU shows larger percentages (when compared to the other four universities) of both UPS hourly wage earners and salary earners.

Table 2: Employment Classification

	Percentages Shown		
	Statewide (n=2,846)	Excluding KSU (n=1,419)	KSU Only (n=1,427)
Unclassified Professional Staff (UPS) - Hourly Wage	17.2	15.0	19.4
Unclassified Professional Staff (UPS) - Salary	41.6	39.8	43.4
University Support Staff (USS) - Hourly Wage	33.9	38.0	29.9
University Support Staff (USS) - Salary	5.3	4.9	5.7
I Don't Know	2.0	2.3	1.6
Total	100	100	100

## Item Importance and Appreciation of Work Performance

Figure 1 shows responses to four items. Respondents were asked to rank each according to importance, from first to fourth. The items were:

- Recognition for the work you perform
- Amount of pay or compensation
- Additional incentives or perks
- Professional development opportunities

The figure shows that the “amount of pay or compensation” was ranked first among most respondents, regardless of university.

“Recognition for the work you perform” and “additional incentives or perks” were ranked second among about a third of respondents.

A slightly larger percentage of KSU respondents, compared to respondents from other universities, ranked “professional development opportunities” second, while a slightly smaller percentage, compared to respondents from other universities, ranked “additional incentives or perks” second.

Figure 1: Item Ranking

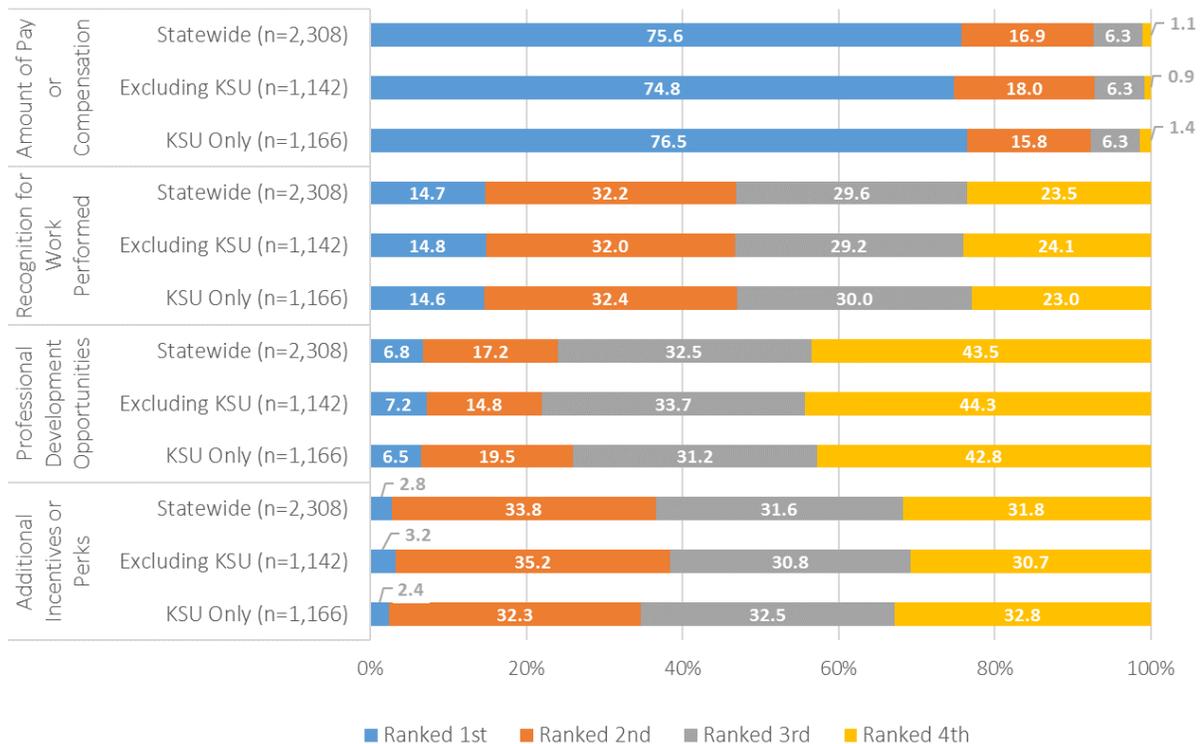


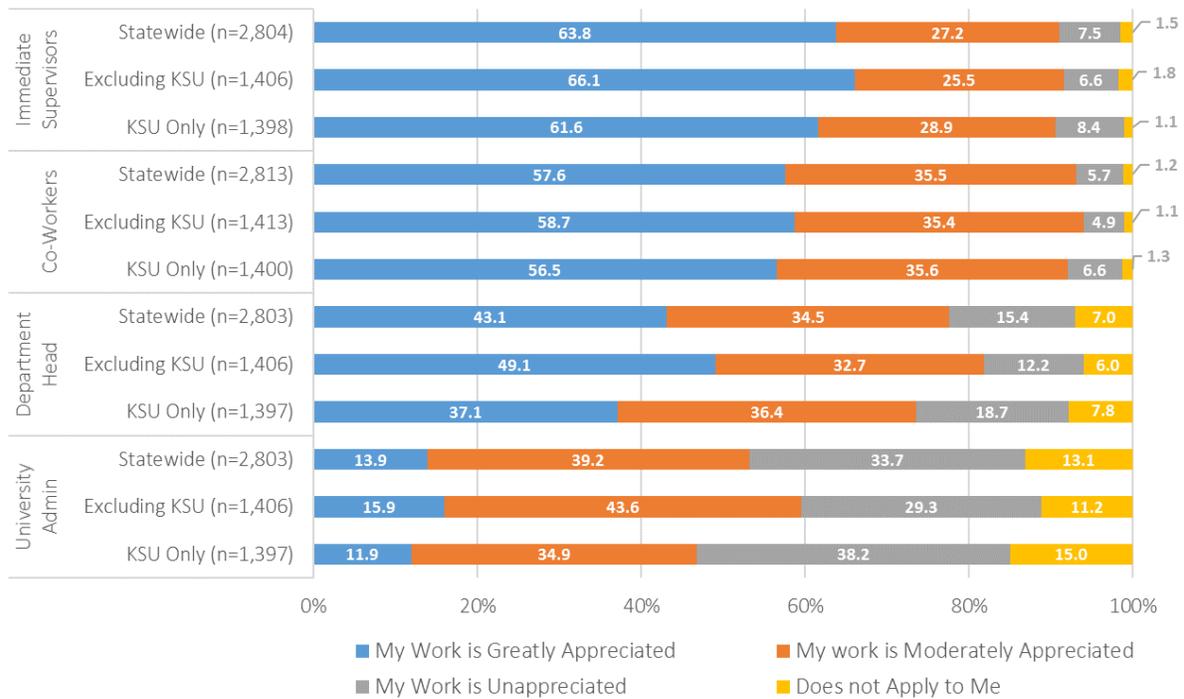
Figure 2 shows responses to statements addressing the work performance appreciation by various groups and individuals. The groups and individuals include co-workers, immediate supervisors, department heads, and university administrators. The statements include “my work is unappreciated,” “my work is 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.

KSU stands out with a smaller percentage of respondents reporting that their work is “greatly appreciated” by department heads when compared to other universities.

Smaller percentages of KSU respondents also report that their work is “greatly appreciated” and “moderately appreciated” by University administration when compared to other universities.

Figure 2: Appreciation of Work Performed



## Work Morale

This section of the report addresses work morale directly. Figure 3 shows responses to the question “generally speaking, how do you rate your morale at work?” Answer options ranged from “extremely positive” to “extremely negative.”

Figure 3 shows that most respondents rate their morale as *at least* somewhat positive (when considering “somewhat positive” and “extremely positive” responses together).

KSU respondents provide a smaller percentage (40.9%) of “somewhat positive” responses compared to respondents from other universities (45.6%), and a slightly larger percentage of “somewhat negative” responses (21%) when compared to other universities (17.2%).

Figure 3: Morale at Work

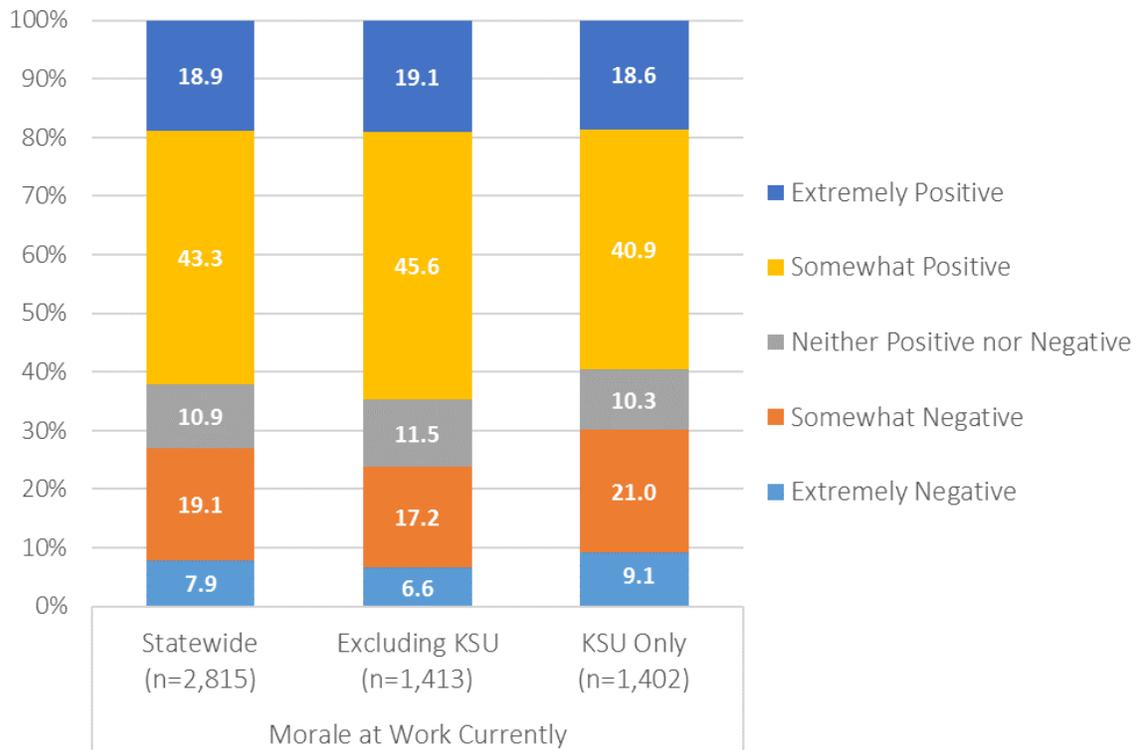
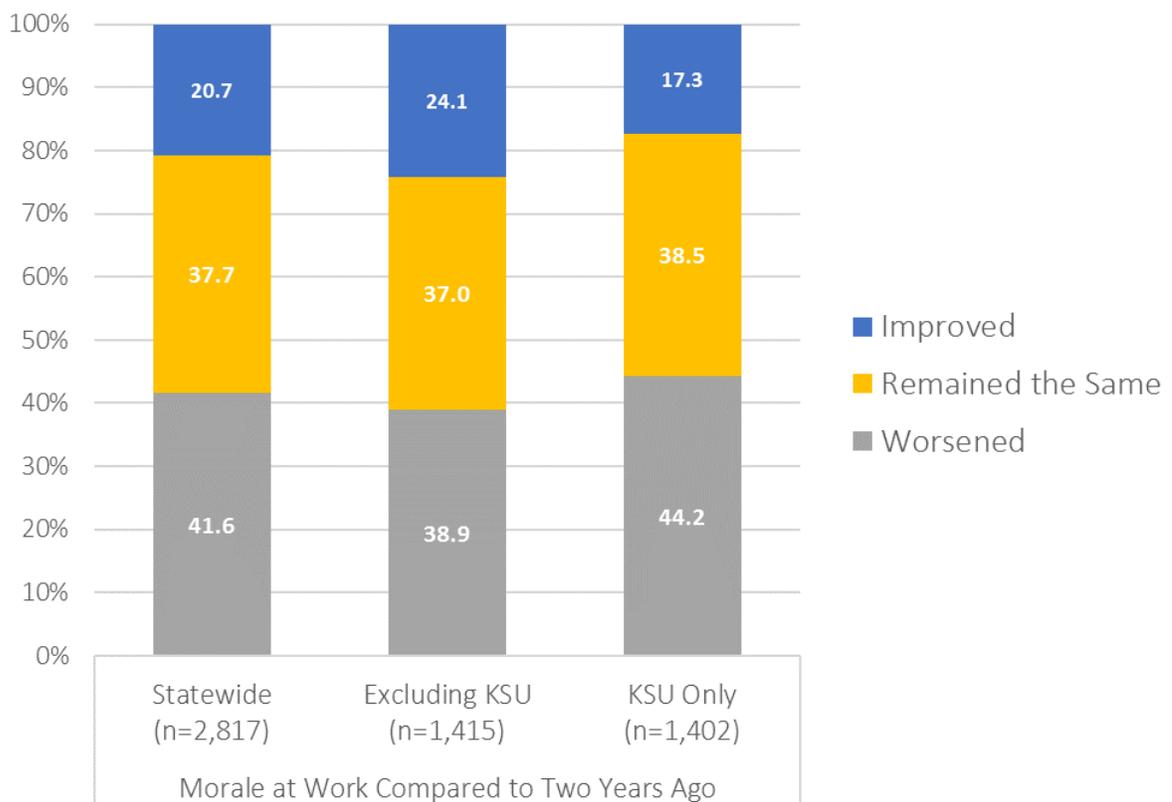


Figure 4 shows responses to a question asking “compared to two years ago, would you say your morale has improved, remained the same, or worsened?”

Among non-KSU respondents, 24.1% report that their morale has “improved,” 37% respondents report that their morale has “remained the same,” and 41.6% report that the morale has “worsened” compared to two years ago.

About 17% of KSU respondents report that their morale has “improved, 38.5% report that their morale has “remained the same, and 44.2% report that their morale has “worsened” during the past two years.

Figure 4: Morale Compared to Two Years Ago



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.”

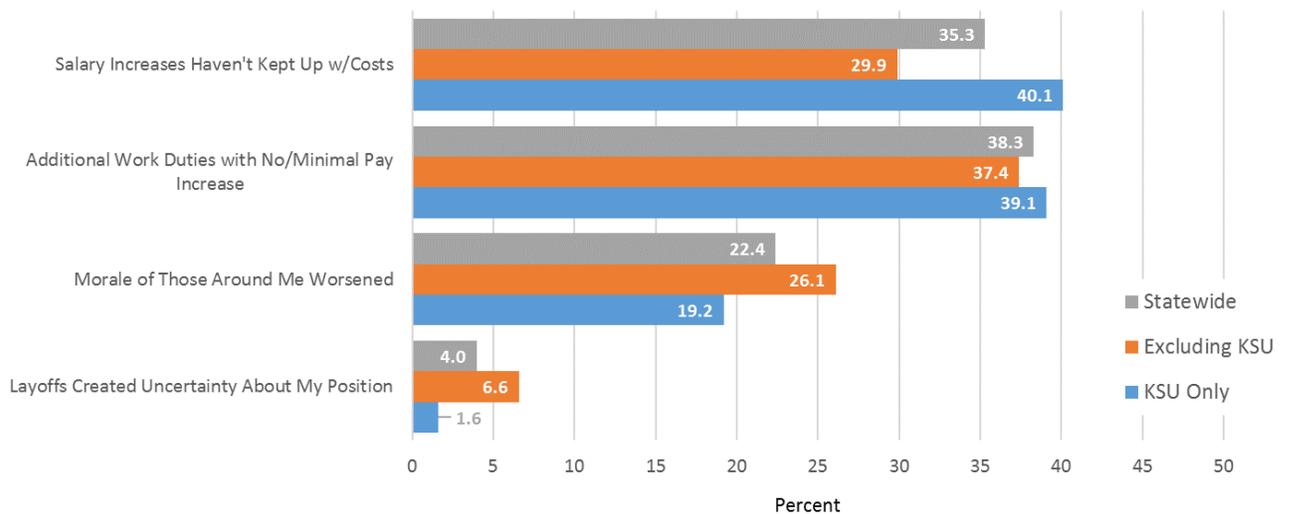
The figure below shows all four statements and all three groups of universities.

KSU stands out with much larger percentage of responses regarding “salary increases haven’t kept up with increased costs” as reasons for worsened morale, compared to other universities.

A slightly larger percentage of KSU respondents identify “additional work duties with no/minimal increases in pay” as a reason for worsened morale, compared to other universities.

On-the-other-hand, larger percentages of non-KSU respondents report that “morale of those around me has worsened” and “layoffs have created uncertainty about my position” as reasons for worsened morale when compared to KSU respondents.

Figure 5: Why Morale Has Worsened



## Wages and Second Job

This section of the report addresses wages and a second job (if workers have a second job and/or if they have considered one).

Figure 6 shows responses to the question “how do you rate your salary or hourly wage with regard to the work you currently perform?” Answer options ranged from “extremely reasonable” to “extremely unreasonable”.

The figure below shows that smaller percentages of KSU respondents find their wages “reasonable” and “somewhat reasonable” when compared to respondents from all universities or the other four universities.

Figure 6: Perception of Current Wages

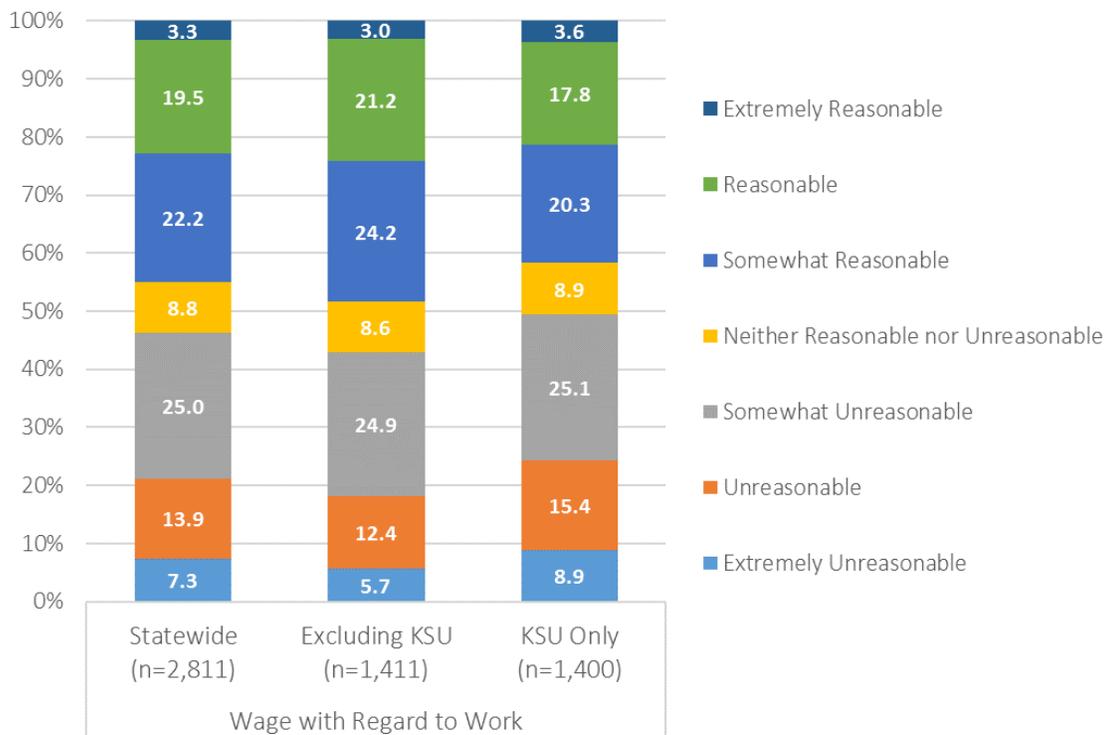
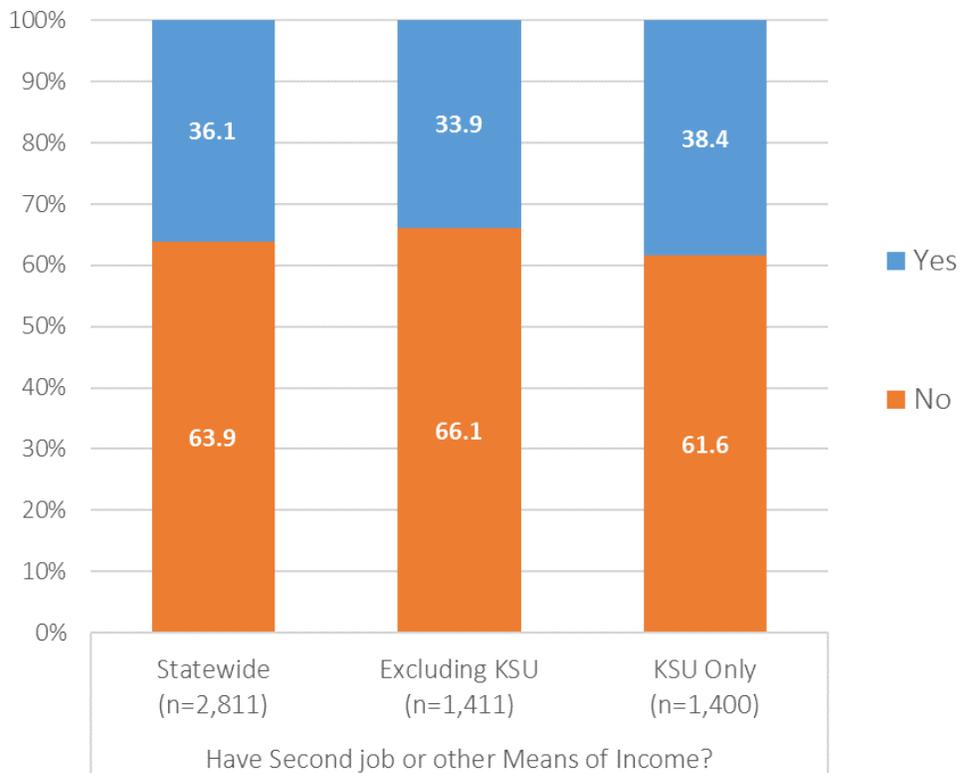


Figure 7 shows responses to a question asking “do you (yourself) have a second job or other means of income?” The figure shows that 33.9% of non-KSU respondents and 38.4% of KSU respondents report having a second job or other means of income.

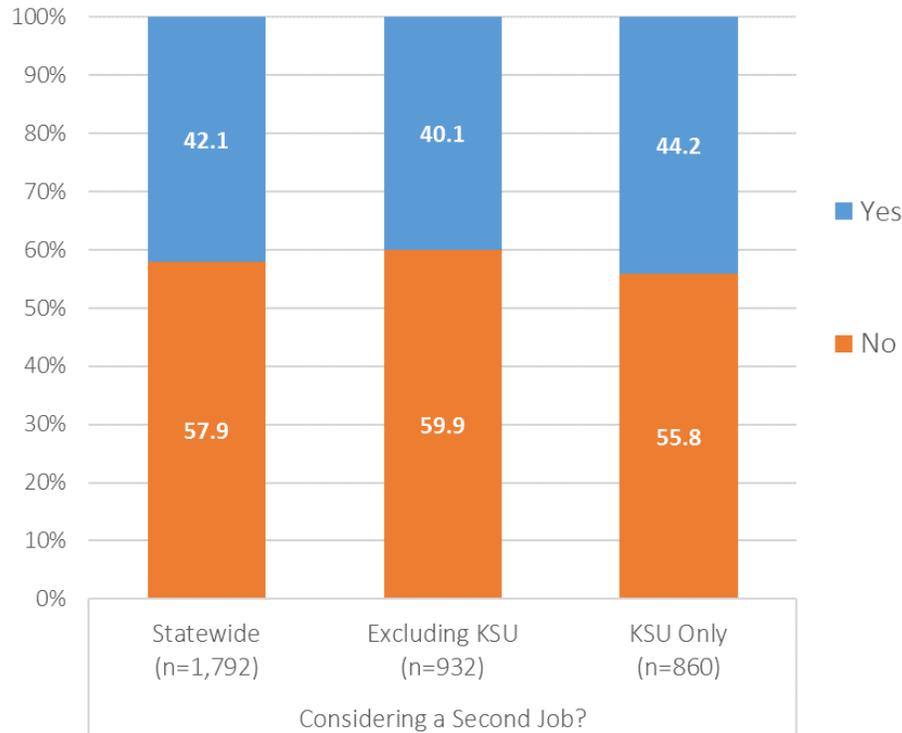
Figure 7: Have Second Job or Other Income



Respondents answering “no” to the question above were asked the question “are you considering getting a second job (or considering some other option) to increase your income?” Figure 8 (next page) shows that more than one-third answered “yes” to this question.

KSU has a larger percentage of respondents reporting that they are considering a second job (44.2%) when compared to all universities (42.1%) and the other four universities (40.1%).

Figure 8: Considering a Second Job

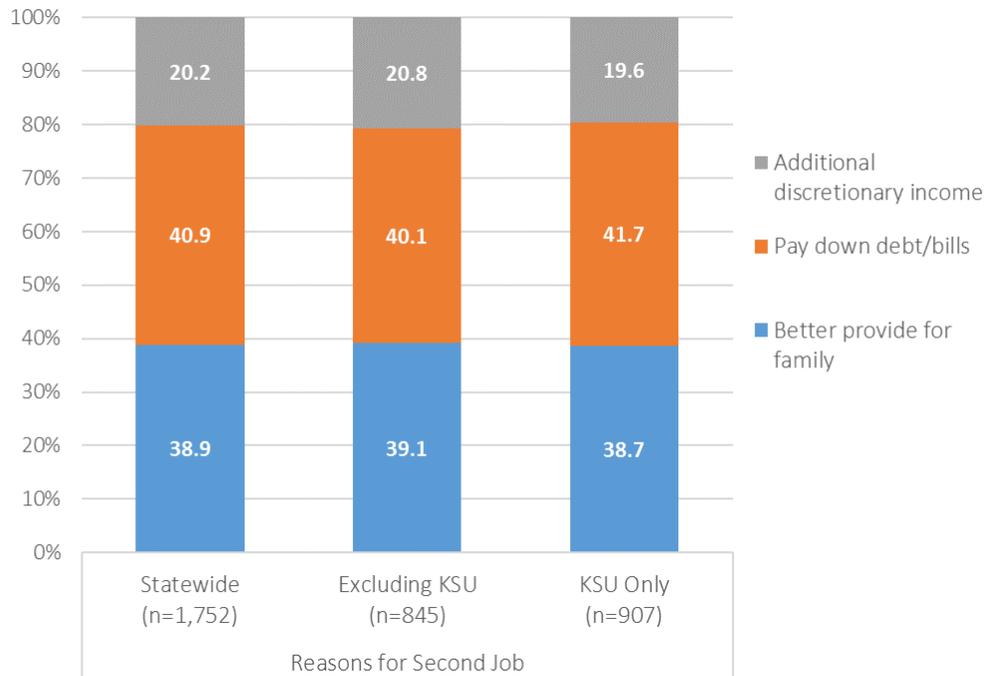


Respondents with a second job (“yes” Figure 7) and those considering a second job (“yes” Figure 8) were asked the question “of the following, which BEST describes the reason you have taken a second job or are considering a second job?”

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 KSU and non-KSU universities. About 20% of respondents have a second job or are considering taking a second job to “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”).

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

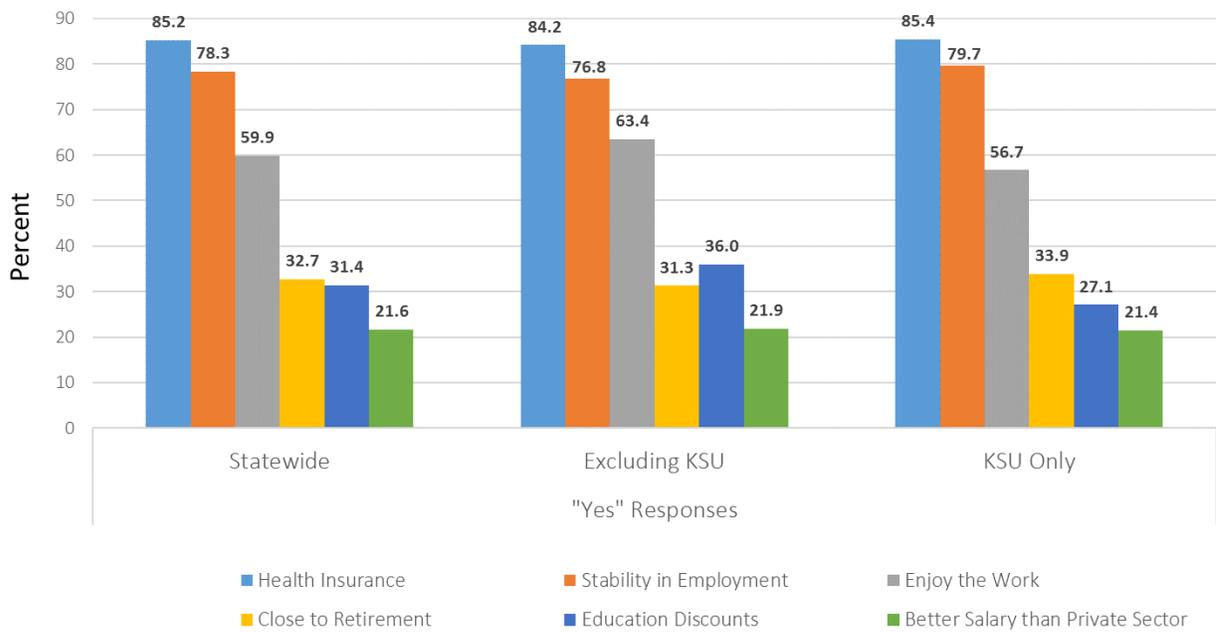


Figure 10 shows that larger percentages of non-KSU respondents (Excluding KSU) than respondents from KSU report that they remain at their university for the “enjoyment of work” and “education discounts.”

## Job Satisfaction, Incentives, and Health Insurance

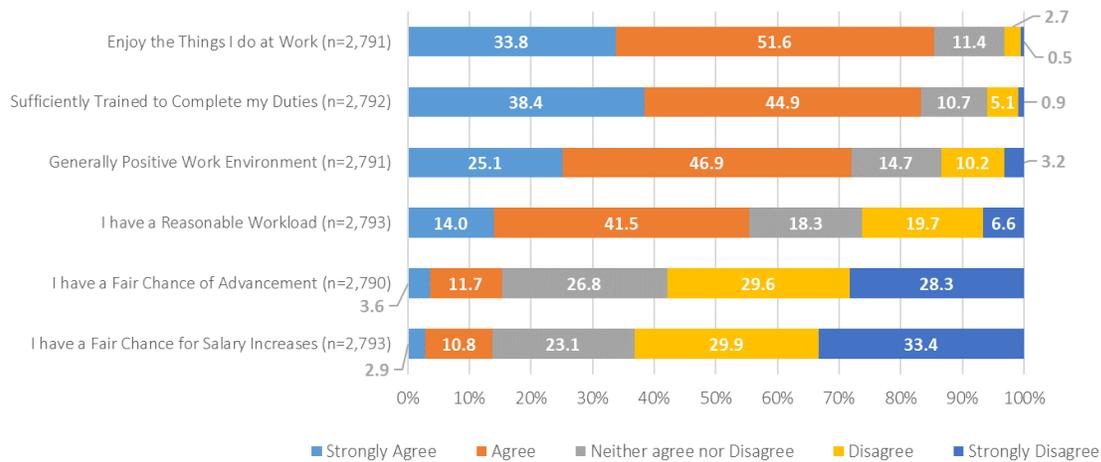
This section of the report addresses job satisfaction, incentives or opportunities that might be of interest to employees, and opinions about health insurance.

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:

- I enjoy the things I do at work
- I have a generally positive work environment
- I am sufficiently trained to complete my required job duties
- I have a reasonable workload
- I have a fair chance of advancement in my job
- 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 at work” (51.6%), while a third (33.8%) “strongly agree” with the statement.

Figure 11b shows responses from four universities (Excluding KSU). Figure 11c shows responses from KSU. Responses do not differ greatly when comparing respondents from all universities, respondents from non-KSU universities, and respondents from KSU.

Larger percentages of KSU respondents than respondents from other universities “disagree” and “strongly disagree” with the statements “I have a fair chance of advancement” and “I have fair chance for salary increases.”

Figure 11b: Job Satisfaction (Excluding KSU)

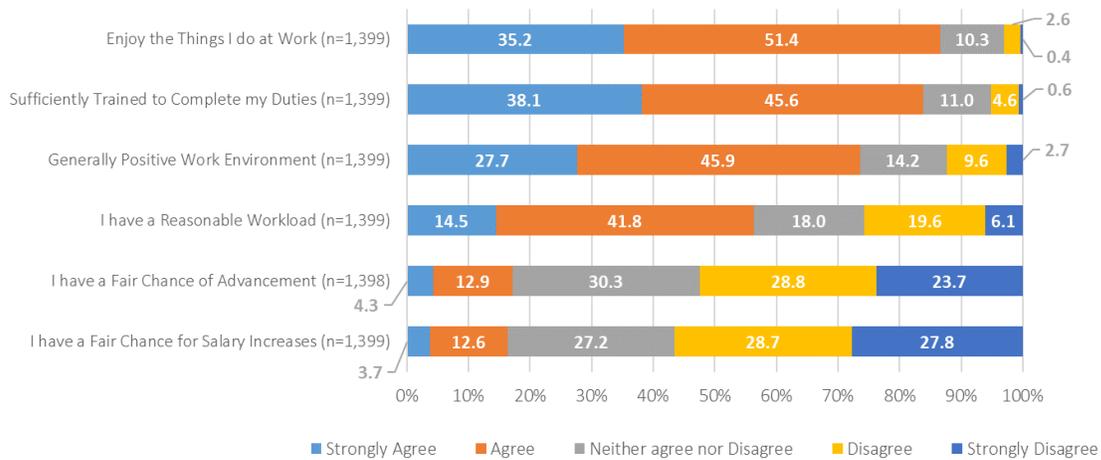
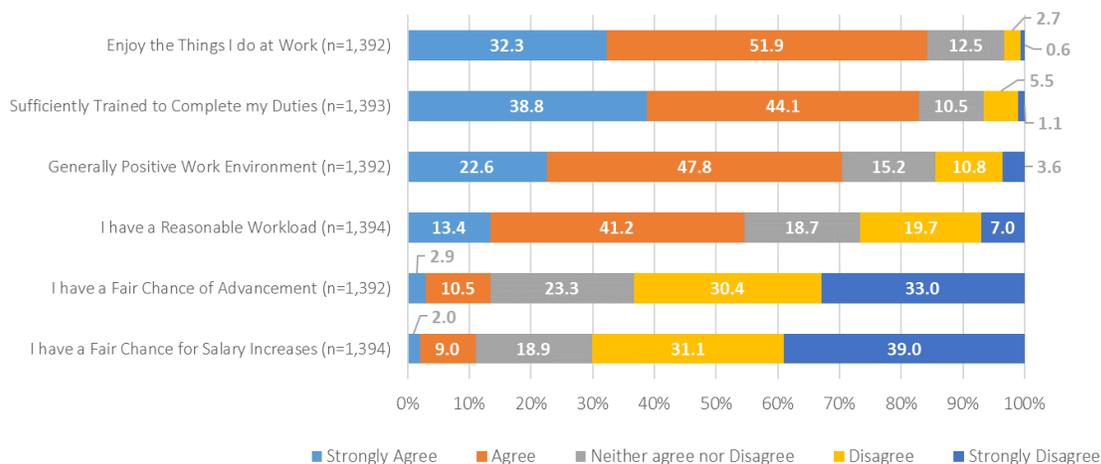


Figure 11c: Job Satisfaction (KSU Only)



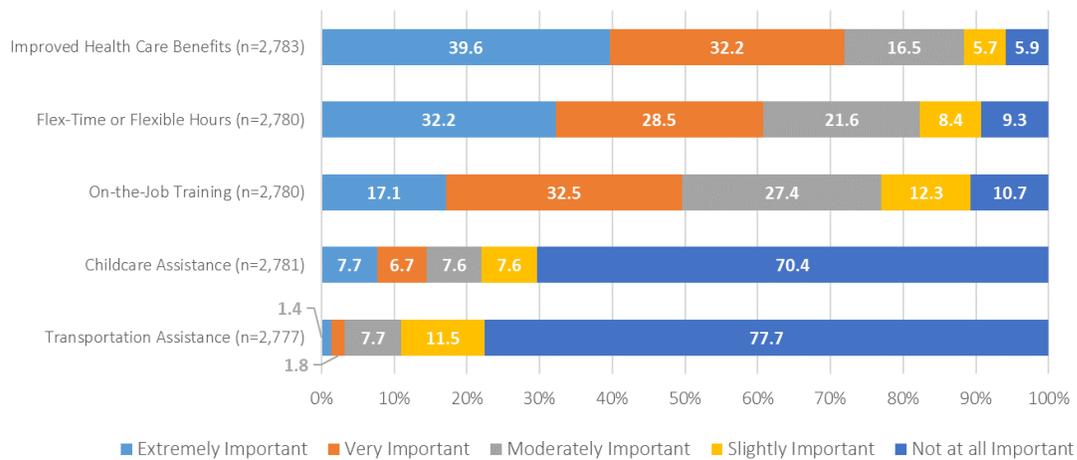
Figures 12a, 12b, and 12c show responses to the series of statements regarding incentives or opportunities that might be of interest to employees. Respondents were asked to respond to each with answer options ranging from “extremely important” to “not at all important.” The incentives or opportunities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

- Flex-time or flexible hours
- On-the-job training
- Transportation assistance (such as a ride sharing program)
- Childcare assistance (such as financial assistance or care at work)
- Improved healthcare benefits

Figures 12a, 12b, and 12c show responses to the statements ranked by “very important” and “extremely important” combined.

Figure 12a shows responses from all five universities (Statewide).

Figure 12a: Incentives or Opportunities (Statewide)



The figure above shows that 39.6% of all respondents find “Improved Health Care Benefits” “extremely important,” while 32.2% find improved benefits “very important.”

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

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

A slightly larger percentage of non-KSU respondents than KSU respondents consider “transportation assistance” as “not at all important.”

Figure 12b: Incentives or Opportunities (Excluding KSU)

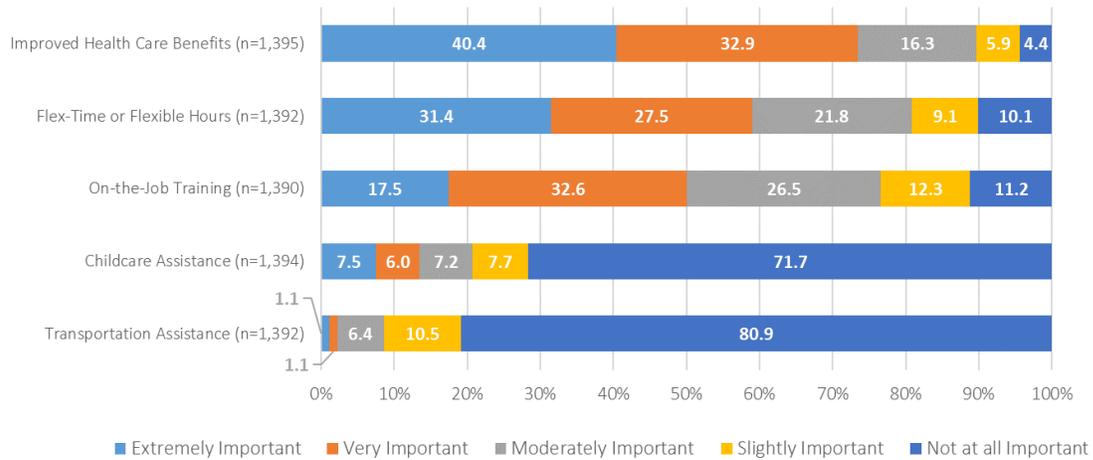
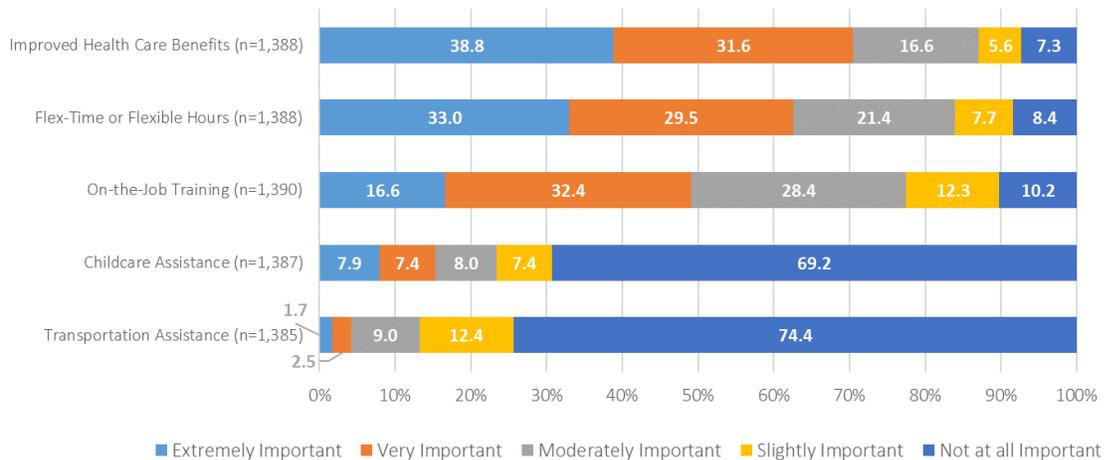


Figure 12c: Incentives or Opportunities (Only KSU)



Respondents were asked to provide another incentive in a text box. Table 3 shows comments collapsed into 22 categories. (NOTE: Some respondents provided more than one incentive or opportunity. The categories below show the first incentive/opportunity listed.)

Table 3: Additional Incentives or Opportunities

Additional Incentives/Opportunities	Percentages of Responses		
	Statewide (n=927)	Excluding KSU (n=451)	KSU Only (n=476)
Promotion Schedule/Merit Schedule/Annual Raises	13.3	10.2	16.2
Immediate Base Pay Increase	12.8	12.6	13.0
Paid or Reduced Parking Fee	8.7	8.9	8.6
Tuition Assistance Improvement/Loan Repayment	8.1	8.2	8.0
Financial Incentives or Bonuses for Extra Work	7.3	6.4	8.2
Additional Paid Time Off/Paid During Semester Breaks	6.6	8.0	5.3
Working Remotely/Telecommute	5.8	5.8	5.9
Appreciation for Work Performed/Better Work Environment	5.3	6.7	4.0
Professional Development Opportunities	5.1	4.9	5.3
Paid or Reduced Recreation or Entertainment Fees	5.0	6.2	3.8
Improved Health Care Insurance	4.4	4.0	4.8
Retirement Plan or 401k Options/Options for Part-Time Work	3.8	3.8	3.8
Upper Admin. Planning/Understanding of Our Entities & Jobs	2.3	2.7	1.9
Hire Additional Staff/Fill Vacant Positions	1.9	2.2	1.7
Parent or Child Leave Policy	1.7	1.6	1.9
Other Comments	1.6	1.1	2.1
Four Day Work Week	1.5	1.8	1.3
Work Cell Phones/Work Items Provided	1.3	1.3	1.3
Flexible Working Hours/Flex-Time	1.2	1.1	1.3
Additional Office/Work Space or Improve Work Stations	0.9	0.4	1.3
Time for Exercise During Workday	0.8	1.3	0.2
Reduced Fees for On-Campus Meals	0.6	0.9	0.4
Total	100	100	100

The table above shows that 13.3% of all (Statewide) respondents and 10.2% of non-KSU (Excluding KSU) respondents identify a “defined promotion schedule, a merit schedule, or annual raises” (or similar comments) as another important incentive or opportunity. More respondents from KSU (16.2%) identify this as an important incentive or opportunity.

About 13% of statewide, non-KSU, and KSU respondents identify an “immediate base pay increase” as an important incentive or opportunity.

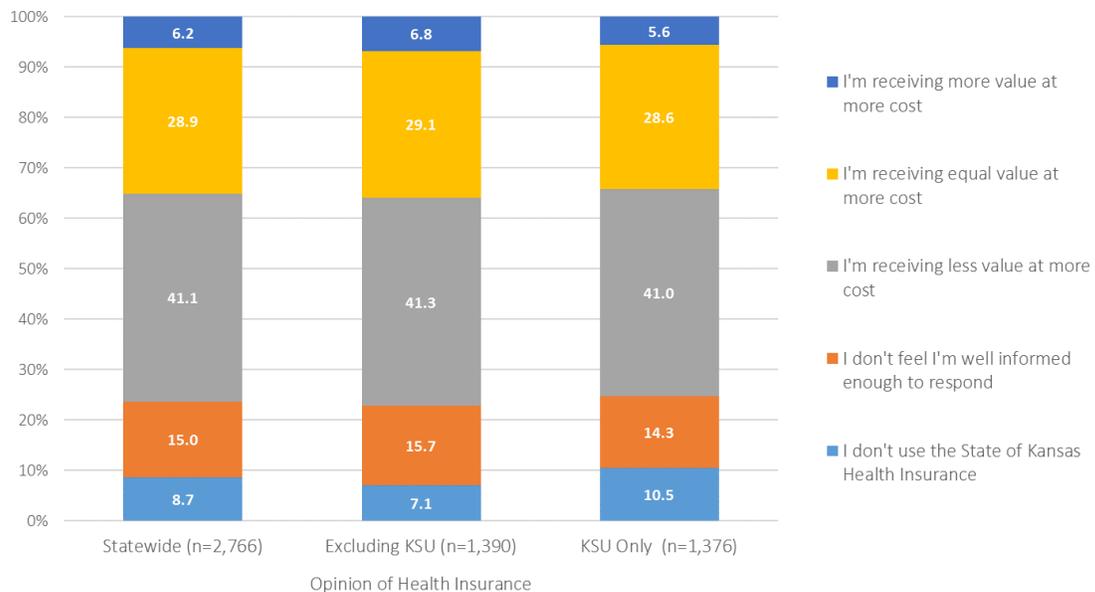
Respondents were also asked to respond to the statement “with regard to your health insurance through the State of Kansas, which of the following statements MOST applies to you.” The following items were provided:

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

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

The figure below shows that responses from non-KSU universities and KSU do not differ much, although a slightly larger percentage of KSU respondents than non-KSU respondents report that they do not use State of Kansas Health Insurance.

Figure 13: Opinions about Health Insurance



## Budget Limitation Impacts

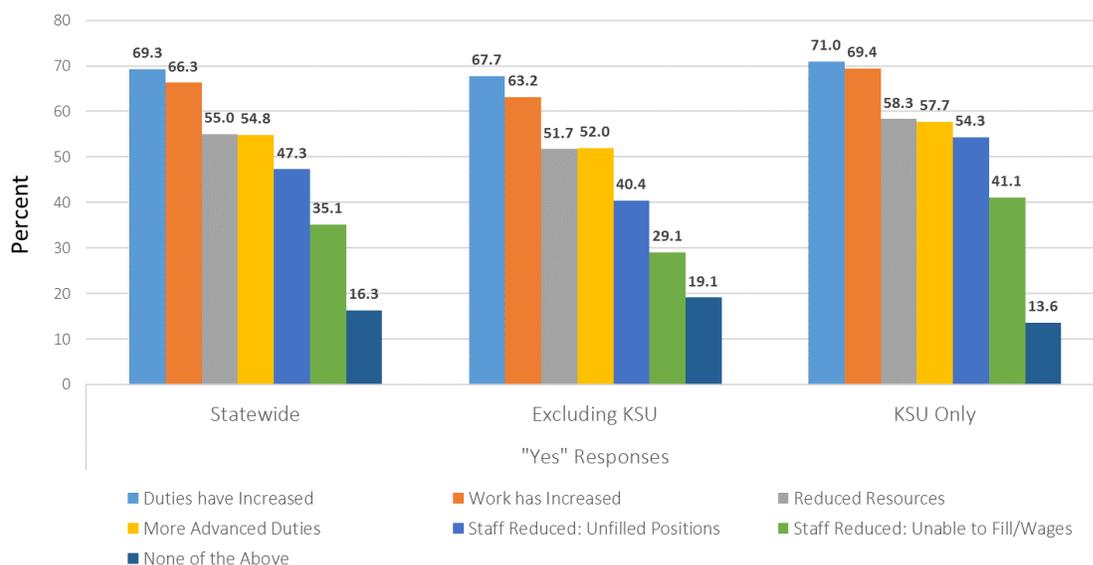
This section of the report addresses opinions about the impacts of budget limitations. Respondents were presented with the following question and statement: “Have budget limitations impacted your job? If so, please mark all of the areas below that have been impacted by budget limitations.”

Respondents were then presented with a table containing the items below and asked to select “yes” or “no” to each.

- My amount or quantity of my work has increased
- My duties have increased
- I now complete more advanced level duties/tasks
- Our staff has been reduced because of unfilled positions
- Our staff has been reduced because we are unable to fill open positions at current salary/wage levels
- Resources and supplies have been reduced
- None of the above

Figure 14 shows responses from all five universities (Statewide), from four universities (Excluding KSU), and from KSU Only. Responses are ranked by the “yes” responses among all five universities.

Figure 14: Opinions about Budget Limitation Impacts



Referring to Figure 14, KSU respondents provide larger percentages of “yes” responses for each item except for “none of the above,” when compared to non-KSU respondents. Most notably larger are “staff reduced: unfilled positions” and “staff reduced: unable to fill open positions at current salary/wage levels.”

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

Additional Comments Regarding Budget Limitations	Percentages of Responses		
	Statewide (n=763)	Excluding KSU (n=339)	KSU Only (n=424)
Lack Raises/Salary Compression	16.6	10.9	21.2
Lack Funds to Retain/Replace Staff	13.5	15.3	12.0
Lack Funds to Accomplish Tasks/Purchase Supplies	12.7	14.5	11.3
Work Load Increased/Staff Reduction & Consolidation	10.6	11.5	9.9
Reduced Ability to Fund Professional Development	10.5	9.1	11.6
Frustration/Stress/Decreasing Morale	8.9	7.1	10.4
Reduced Ability to Buy/Replace Technology	5.8	6.5	5.2
Reduced Ability to Add New Staff/Expand Program	3.9	4.7	3.3
Reduced Ability for Facility Repairs/Improvements	3.0	3.2	2.8
Other Unit's Funding Reduction Impacts My Unit	3.3	3.2	3.3
Lack of Funds for Overtime Pay/Work Stacking Up	2.4	2.7	2.1
Lack of Funds for Quality Hires/Personnel	1.8	1.8	1.9
Inequality in Pay/Raises/Merit/Staffing	1.8	2.1	1.7
Lack of Funds for Quality Supplies	1.4	2.4	0.5
Limited Opportunities for Student Recruitment/Marketing	1.4	2.7	0.5
Lack of Funds for Adequate Custodial Services	1.4	1.8	1.2
Funding Allocated Away from Unit	0.9	0.6	1.2
Total	100	100	100

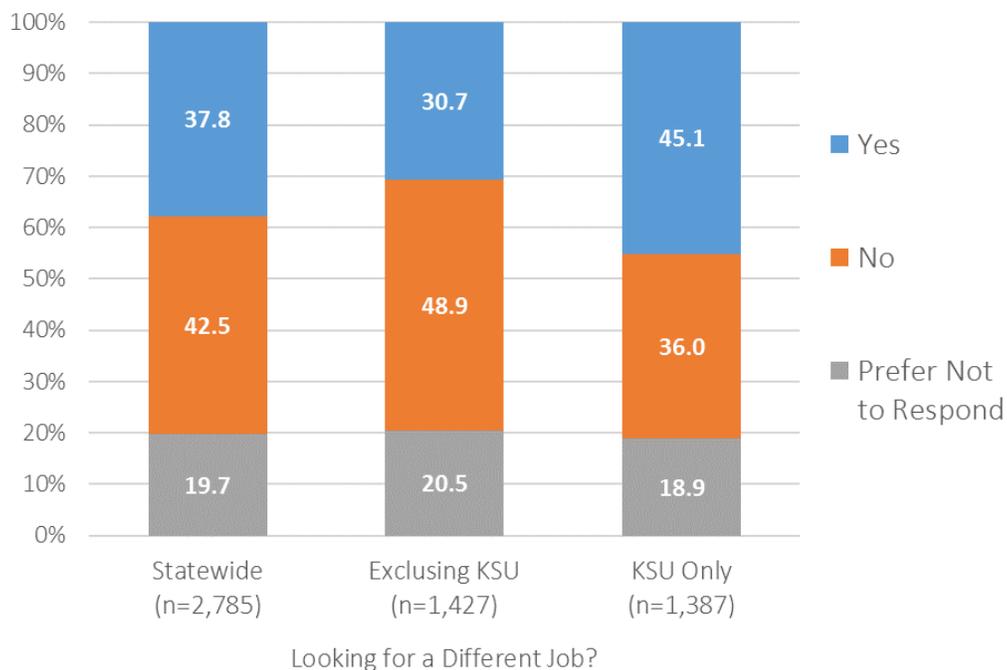
The table above shows that 16.6% of all (Statewide) respondents and 10.9% of non-KSU (Excluding KSU) respondents report that “lack of raises/salary compression” are impacts of budget limitations. A much larger percentage (21.2%) of KSU respondents report the same.

## 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 larger percentage of KSU respondents than respondents from other universities are currently looking for a different job.

Figure 15: Looking for Different Job



Respondents who answered “yes” to the question “are you currently looking for a different job or have you looked for a new job in the past year or so” were asked two questions: “are you looking for an on-campus” and “are you looking for an off-campus job.”

Figure 16 (next page) shows responses to both of these questions.

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



The figure above shows that a slightly smaller percentage of KSU respondents report looking for an off-campus job and a larger percentage of KSU respondents report looking for an on-campus job, when compared to respondents from other universities (Excluding KSU).

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

	Percentages of Responses		
	Statewide (n=838)	Excluding KSU (n=387)	KSU Only (n=451)
Wage Increases/Wage Increase Schedule/Yearly CoL Adjustments Needed	19.5	16.8	21.7
Generalized Frustration/Low Morale Expressed	13.4	13.4	13.3
Wages Should Better Match Skills and/or Years of Service	13.2	13.4	13.1
Poor Management Decisions/Favoritism/Bullying by Management	12.2	14.2	10.4
Top Heavy Administration/Wage Increases Go Only to Top/Admin Out of Touch	12.1	11.1	12.9
We are Understaffed and Overworked	7.5	6.7	8.2
Criticism of HealthQuest or Health Insurance Coverage or Costs	6.7	8.3	5.3
Favorable Comments about University Employment or University Leadership	6.0	7.2	4.9
Lack of Advancement Opportunities	4.2	2.1	6.0
Miscellaneous Comments/Comments about Survey (Pros and Cons)	3.3	3.9	2.9
Other Incentives to Increase Morale Offered	2.0	2.8	1.3
Total	100	100	100

The table above shows that 19.5% of all (Statewide) respondents and 16.8% of non-KSU (Excluding KSU) respondents report that “wage increases/wage increase schedule/yearly cost of living increases are needed.” A much larger percentage of KSU respondents (21.7%) report the same.

## 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 more (5)
- 

Q3 To the best of your knowledge, what is your employment classification?

- Unclassified Professional Staff (UPS) - Hourly Wage (1)
- Unclassified Professional Staff (UPS) - Salary (2)
- University Support Staff (USS) - Hourly Wage (3)
- University Support Staff (USS) - Salary (4)
- I don't know (5)

Q4 Please rank the following items from highest to lowest in importance to you.

[Use your mouse to grab an item and move it up or down. **The item of highest importance to you should end up on top (1)**, followed by the second most important item (2), followed by the third most important item (3), and followed by the fourth most important item (4).]

- \_\_\_\_\_ Recognition for the work you perform (1)
- \_\_\_\_\_ Amount of pay or compensation (2)
- \_\_\_\_\_ Additional incentives or perks (3)
- \_\_\_\_\_ Professional development opportunities (4)

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)

Q7 Compared to two years ago, would you say your morale has improved, remained the same, or worsened?

- Improved (1)
- Remained the Same (2)
- Worsened (3)

*Display This Question:*

*If Q7 = Worsened*

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?

- Yes (1)
  - No (2)
- 

*Display This Question:*

*If Q9 = No*

Q9a Are you considering getting a second job (or considering some other option) to increase your income?

- Yes (1)
- No (2)

---

*Display This Question:*

*If Q9 = Yes*

*Or Q9a = Yes*

9b Of the following, which BEST describes the reason you have taken a second job or are considering a second job?

- Be able to better provide for family (1)
- Help to pay down debt/bills (2)
- Be able to have additional discretionary income (i.e., to spend on vacations, upgraded car, etc.) (3)

---

*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. Regarding your job with the University, which of the following reasons have encouraged you to remain employed there?

	Yes (1)	No (2)
I earn a better salary than a comparable job in the private sector (9c1)	<input type="radio"/>	<input type="radio"/>
The stability in employment (9c2)	<input type="radio"/>	<input type="radio"/>
I need the health insurance (9c3)	<input type="radio"/>	<input type="radio"/>
I need access to the education discounts offered (i.e. tuition waivers) for self/dependents (9c4)	<input type="radio"/>	<input type="radio"/>
I am close to retirement age (9c5)	<input type="radio"/>	<input type="radio"/>
I enjoy the work so much that I remain (9c6)	<input type="radio"/>	<input type="radio"/>

---

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.

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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"/>
My duties have increased (Q14b)	<input type="radio"/>	<input type="radio"/>
I now complete more advanced level duties/tasks (Q14c)	<input type="radio"/>	<input type="radio"/>
Our staff has been reduced because of unfilled positions (Q14d)	<input type="radio"/>	<input type="radio"/>
Our staff has been reduced because we are unable to fill open positions at current salary/wage levels (Q14e)	<input type="radio"/>	<input type="radio"/>
Resources and supplies have been reduced (Q14f)	<input type="radio"/>	<input type="radio"/>
None of the above (Q14g)	<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"/>

Q17 And finally, do you have any other comments to add? If so, please provide comments below.

**PLEASE NOTE:** Clicking on the "Go Forward" button below will finalize and submit this poll.

If you would like to review your answers before submitting the poll, please click on the "Go Back" button.

If you would like to take a break and finish this poll later, close your browser. Your responses will be saved and you will begin again on this page when you log back in.

**Warning:** If you are simply previewing the poll now and click "Go Forward" below, you will not be allowed back into the poll. Close your browser now instead. (If you happen to get locked out, please email Mike Walker at [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu).)

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### Ending Statement

Thank you very much for completing this poll.

If you have any questions about the poll, please contact Mike Walker at [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu).

If this poll made you feel uncomfortable, please contact the Kelly Center at 785-628-4401 and speak to a counselor.

Your responses have been submitted. Please close your browser to exit.

