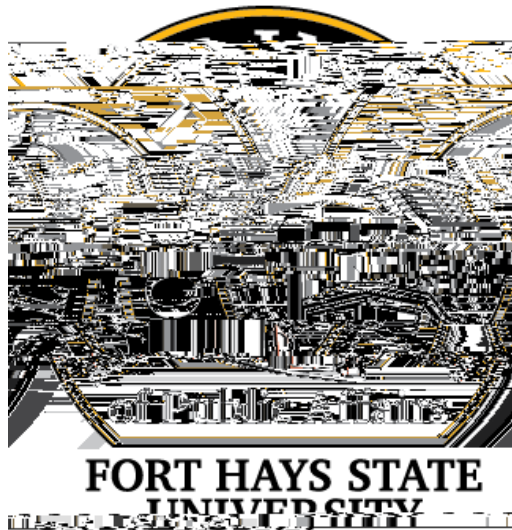


2022 Regent Universities USS-UPS Survey

Report for Wichita State University (WSU), including:
WSU USS Results
Statewide USS Results



August 2022

2022 Regent Universities
USS-UPS Survey

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WSU USS Results
Statewide USS Results

Prepared By:

Michael S. Walker

and

Leslie Watson-Divittore
Wesley Davis
Hannah Cross

Docking Institute of Public Affairs

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Summary

This report is for Wichita State University

second job." Of those with second jobs or considering taking second jobs, 49.4% and 45.7% (WSU and Statewide, respectively) report that a second job will help them "provide better for their families."

- x Of those with second jobs or considering taking second jobs, more than 60% of both groups report that university employment provides health insurance benefits and stable work; and that they are working at the university to maximize their retirement benefits.
- x Regarding job satisfaction, 85% of WSU USS Employees and 80% of Statewide USS Employees "agree" or "strongly agree" that they "enjoy the things they do at work." More than 70% of both groups "agree" or "strongly agree" that they are "sufficiently trained to complete their duties," while more than 65% have "generally positive work environments."
- x Regarding important incentives or opportunities, majorities of WSU USS and State USS Employees consider "improved healthcare benefits" and "on-the-job training" as "extremely important" or "very important."
- x When asked about the value of health insurance, a higher percentage of WSU USS Employees (36.5%) rate it as "fair value at high cost" than Statewide USS Employees (34.7%). A higher percentage of Statewide USS Employees (36%) than WSU USS Employees (29.4%) rate it as "fair value and fair cost."
- x When asked how budget limitations have impacted their jobs, more than 60% of both groups report that their "duties have increased" and the "quantity of work they perform has increased."
- x A larger percentage of Statewide USS Employees (40.3%) than WSU USS Employees (36.4%) report looking for a different job within the past year or so. Of those looking for a different job, 56.7% of Statewide USS Employees and 50% of WSU USS Employees report that they are interested in other on-campus employment, and in response to a separate question, 90.9% and 97.8% (Statewide and WSU, respectively) report being interested in off-campus employment.

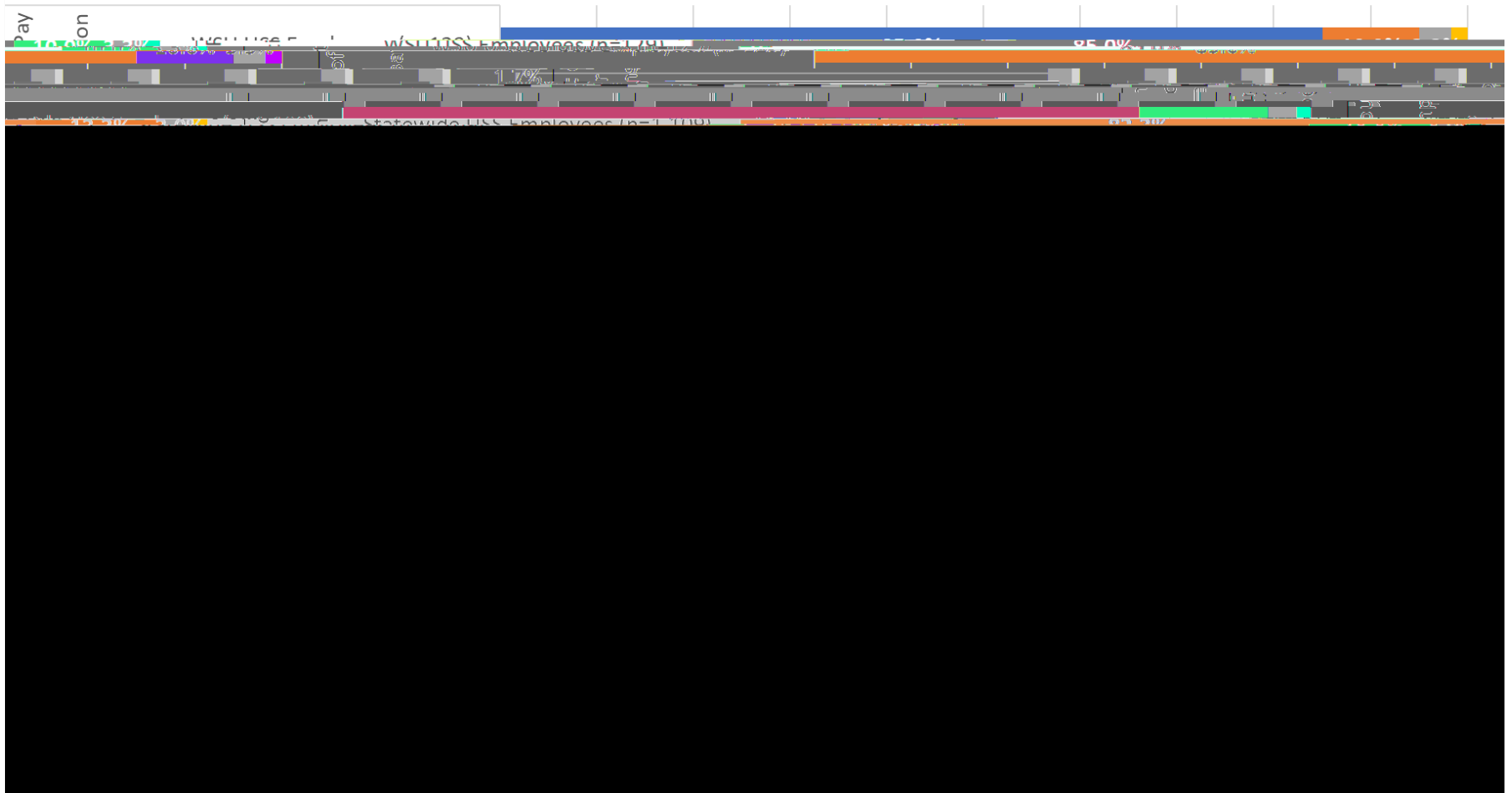
Item Importance and Appreciation of Work Performance

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

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

The figure shows that “amount of pay or compensation” was ranked first among most respondents (82.3% of Statewide USS Employees and 85% of WSU USS Employees). The item with the next highest percentages ranking it first is “recognition for work performed” at 11.5% among Statewide USS Employees and 7.5% among WSU USS Employees. Similar percentages of Statewide USS Employees (38.1%) and WSU USS Employees (38.3%) ranked “recognition for work performed” second. A smaller percentage of WSU USS Employees (35.8%) than Statewide USS Employees (36.9%) ranked “additional incentives or perks” second.

Figure 1: Item Ranking



Respondents were asked "if there is another work-related item that you consider to be of high importance." Table 2 shows all comments collapsed into 13 categories, ranked by Statewide USS Employees. (NOTE: Some respondents provided more than one item. The categories below show the first item listed.) Appendix A shows all responses from WSU USS Employees.

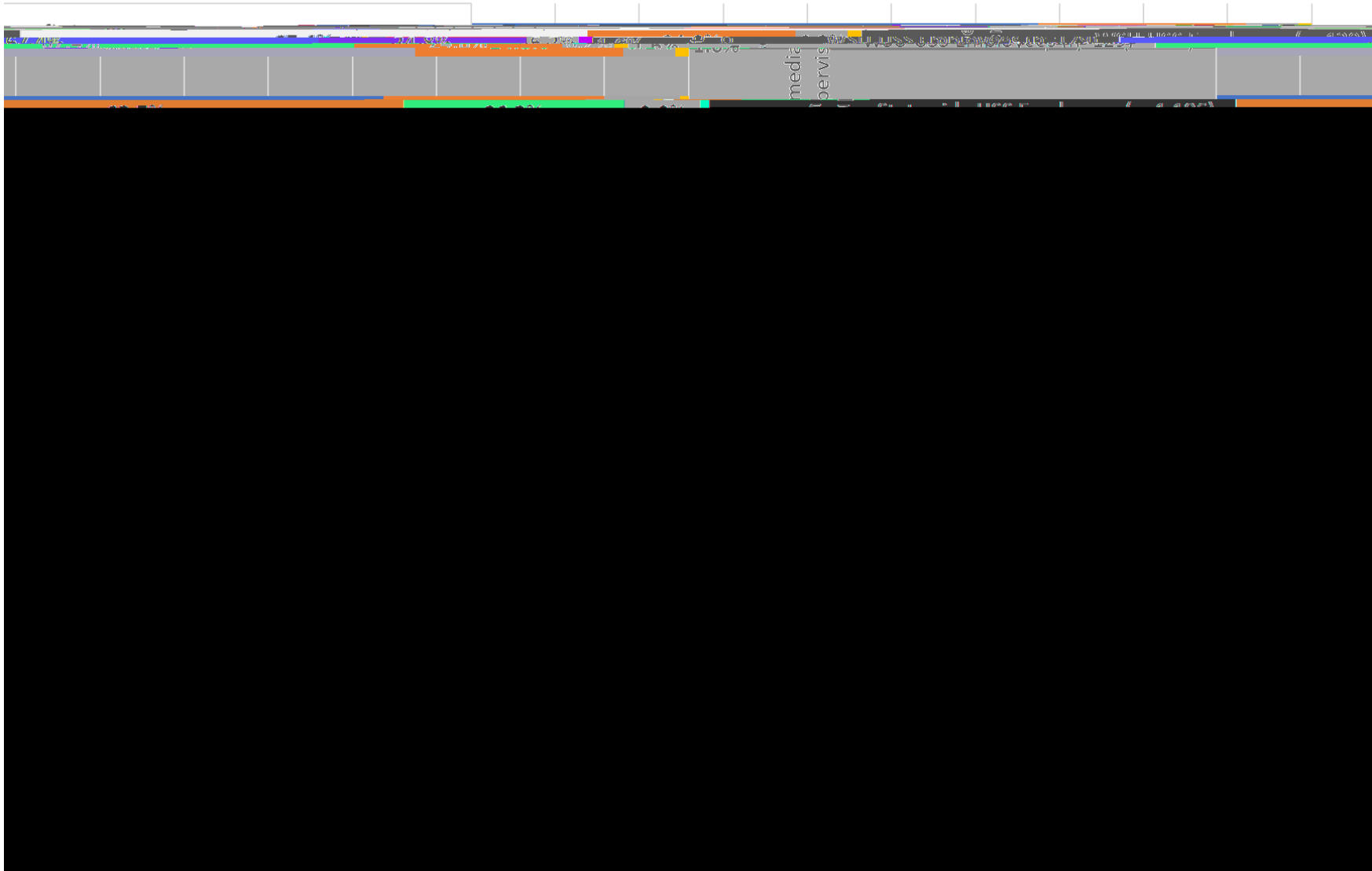
Table 2: Additional High Importance Items (Categories)

	Statewide USS Employees		WSU USS Employees	
	Freq.	Percent	Freq.	Percent
Respect, to be included in decision-making, have autonomy				
For pay/title/duties to correlate, valued/compensated for experience, cost of living pay increases				
Opportunities for advancement, continuous learning, stability in employment				
Better work-life balance, adequate time-off, appropriate workload				
Doing meaningful work, mentoring opportunities, collaboration				
E(c)6.g p cinE(c)i.5 (o)48oinWWW t14riat linE(c)i.5ru3-0.002(d)46 (u)45.9 t25BD[(D)11 (o)48 (in)46 (g)yr a[(t(ha)-46 (v)-10.5 (e)--46 (n e)-27 (m)2Td[(B)3)-27 (m)2Td[6 (l)-252.5 coinWs (a)-4iWWnt				

Figure 2 (next page) 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-

Figure 2: Appreciation of Work Performed



Work Morale

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 7 (next page) 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 shows that larger percentage of Statewide USS Employees (31.9%) than WSU USS Employees (27.2%) report that their wages are at least "somewhat reasonable." A larger percentage of WSU USS Employees (69%) than Statewide USS Employees (60.8%) report that their wages are at least "somewhat unreasonable."

Figure 7: Perception of Current Wages



Respondents with a second job or considering a second job (“yes” answers shown in 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 that of those with second jobs or considering taking second jobs, 49.4% and 45.7% (WSU and Statewide, respectively) report that a second job will help them “provide better for their families.”

Respondents with a second job or considering a second job (“yes” answers shown in Figure 8) were asked the question “Regarding your job with the University, which of the following reasons have encouraged you to remain employed here?”

Answer options included the following:

- 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 want to continue working here to receive maximum retirement benefits
- x I enjoy the work so much that I remain

Figure 10 (next page) shows that of those with second jobs or considering taking second jobs, of those with second jobs or considering taking second jobs, more than 60% of both groups report that university employment provides health insurance benefits and stable work; and that they are working at the university to maximize their retirement benefits.

Figure 10: Reason AMu(Eii.2 (o)3.7 (r)-0.9)-9Foninu aur AMuitom23.6pinoom20.8e (n)-0.8t

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 several 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 and 11b (following pages) show responses to the statements above. Figure 11a shows that 85% of WSU USS Employees and 80% of Statewide USS Employees “agree” or “strongly agree” that they “enjoy the things they do at work.” More than 70% of both groups “agree” or “strongly agree” that they are “sufficiently trained to complete their duties,” while more than 65% have “generally positive work environments.” Figure 11b shows that more than half of WSU USS Employees “agree” or “strongly agree” that their workloads are “reasonable.”

Figure 11a: Job Satisfaction

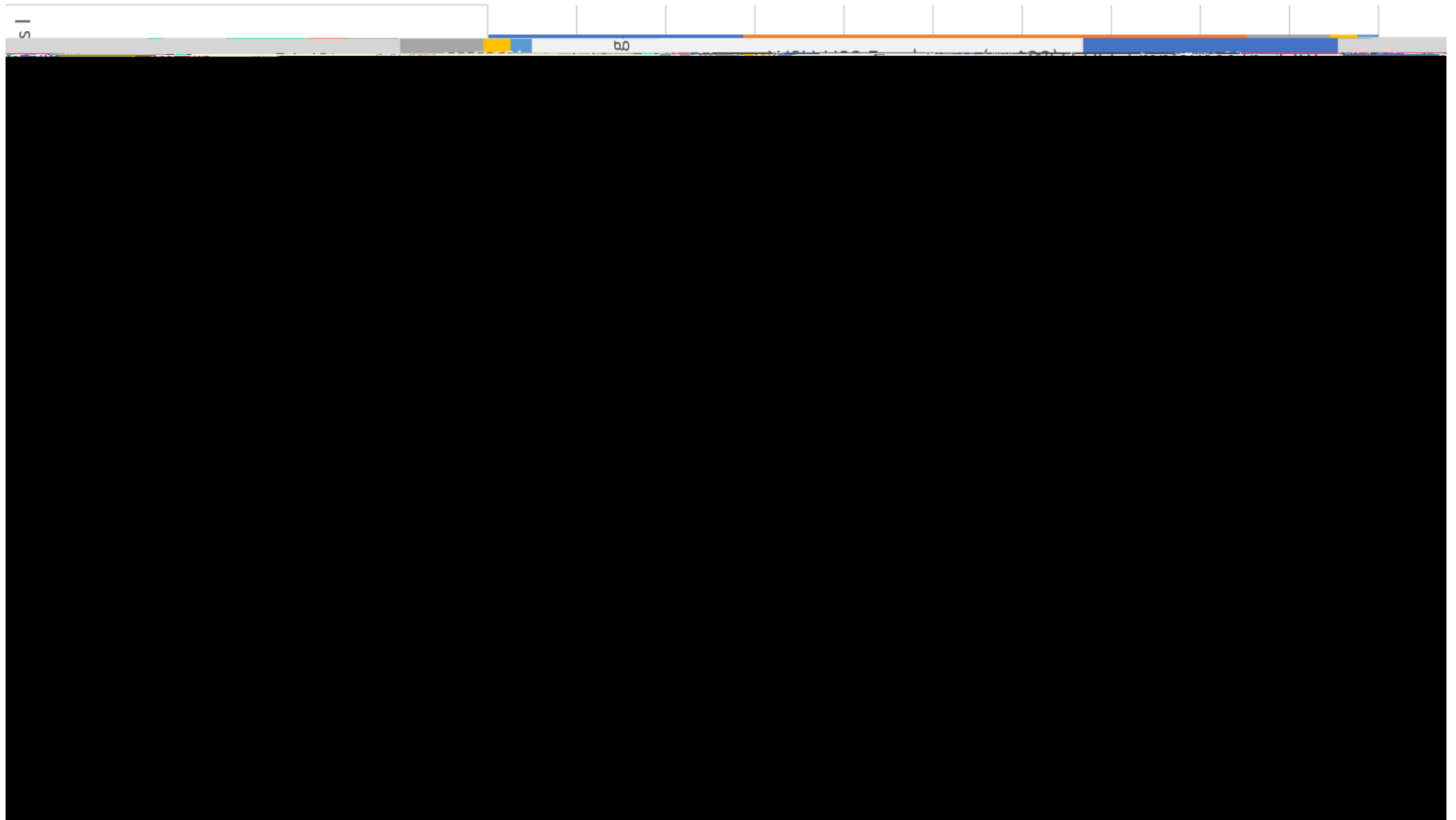
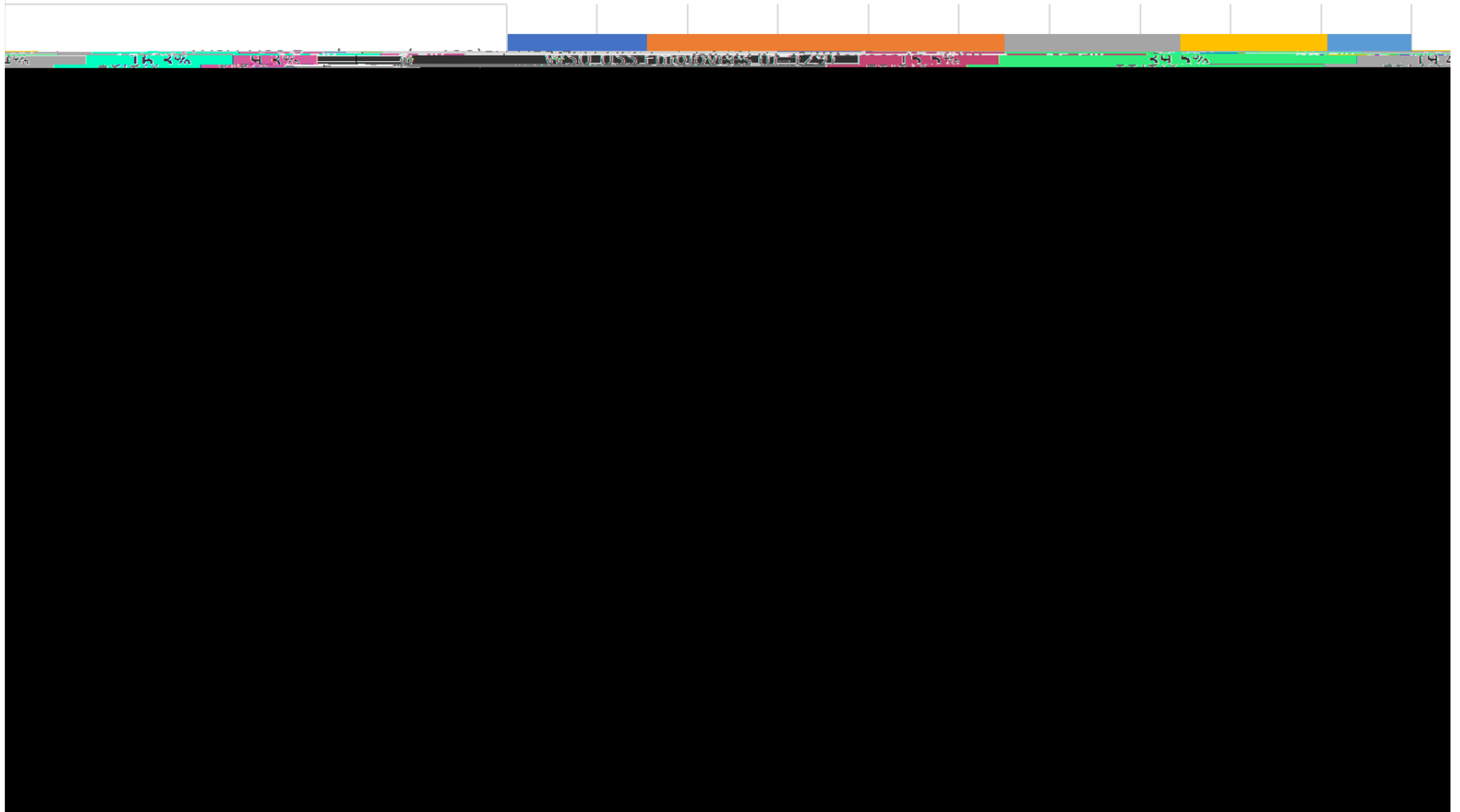


Figure 11b: Job Satisfaction (Continued)



Respondents were asked to provide another item or issue that they feel strongly about in a text box. Table 3 shows comments collapsed into 15 categories, ordered by Statewide USS Employees. (NOTE: Some respondents provided more than one item or issue. The categories below show the first item/issue listed.) Appendix B shows all responses from WSU USS Employees.

Table 3: Additional Job Satisfaction Items/Issues (Categories)

	Freq.	Percent	Freq.	Percent
We need raises to meet expenses	45	14.5	6	24.0
Pay equity should be addressed/Salary compression is unfair	43	13.9	3	12.0
Leadership and/or supervisors are unsupportive & hinder problem solving	42	13.5	1	4.0
I am concerned about job security/stability/future raises/advancement	28	9.0	1	4.0
I must work 40< hours/skip lunches/vacations due to staff reductions				

Figure 12a: Incentives or Opportunities

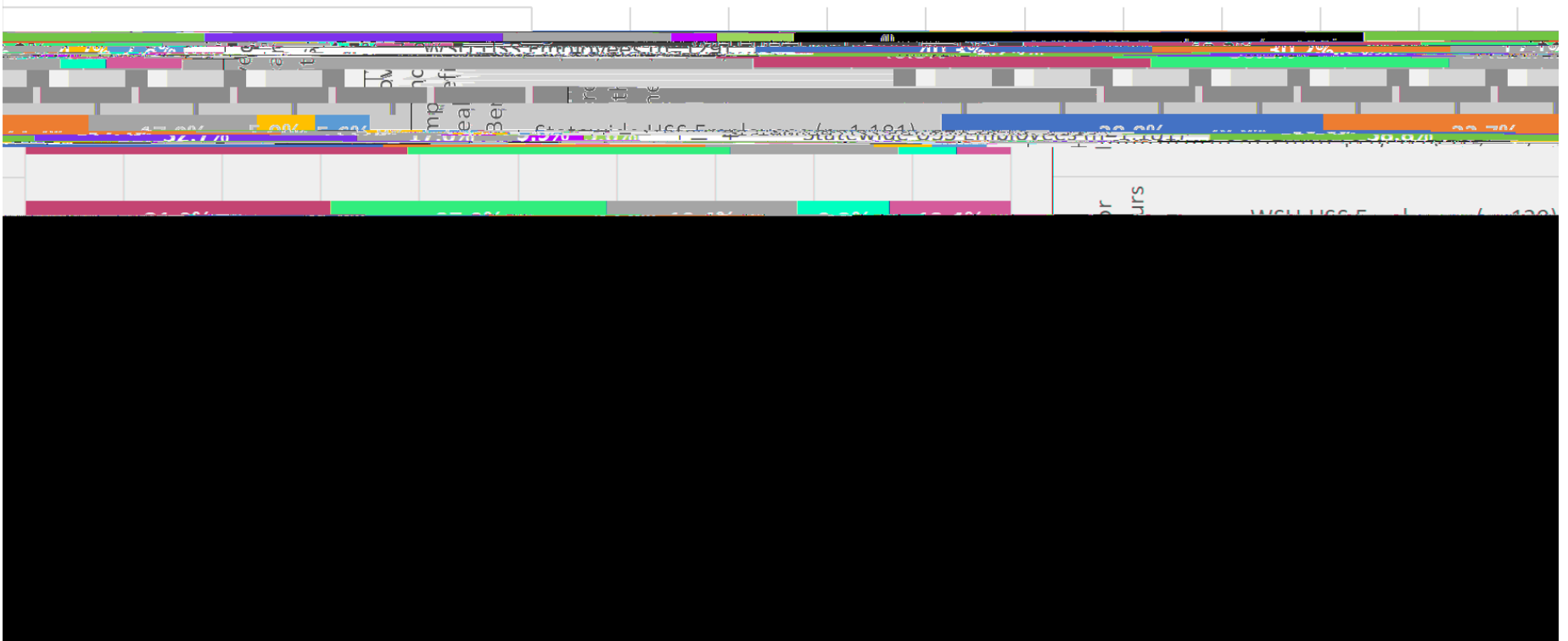
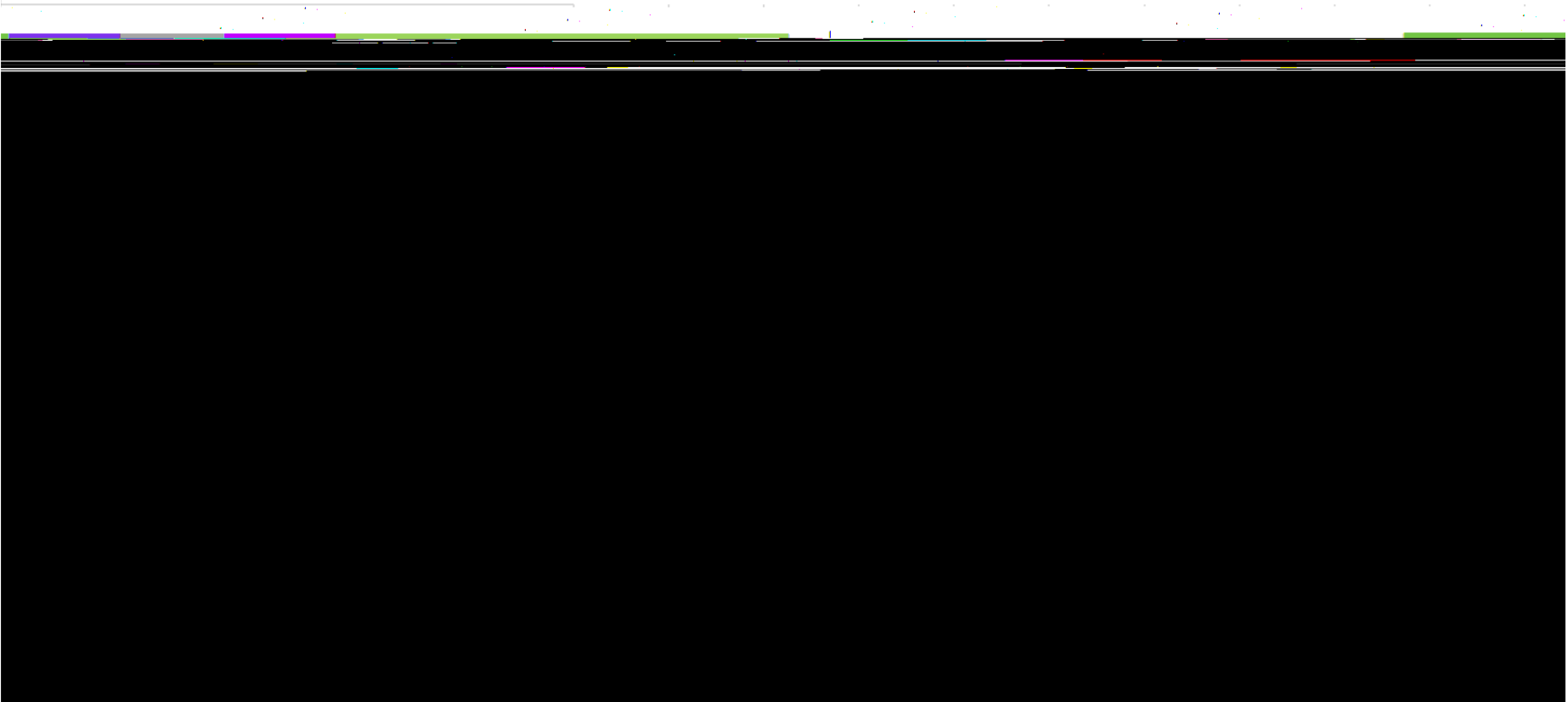


Figure 12b: Incentives or Opportunities (Continued)



Respondents were next 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 high value at high cost
- x I'm receiving fair value at high cost
- x I'm receiving low value at high cost
- x I'm receiving fair values at fair cost
- x I'm not receiving fair value at a fair cost
- x I don't use the State of Kansas Health Insurance

Figure 13: Opinions abDC 0.12 o6e 13:ssity

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 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.

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

Figure 14 (next page) shows that hows that

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 job” and “are you looking for an off-campus job.”

Figure 16 shows that, of those looking for a different job, 56.7% of Statewide USS Employees and 50% of WSU USS Employees report that they are interested in other on-campus employment, and in response to a separate question, 90.9% and 97.8% (Statewide and WSU, respectively) report being interested in off-campus employment.

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

Finally, respondents were asked if they had any other comments they would like to add. Table 5 shows responses collapsed into 15 categories, ranked by Statewide USS Employees. (NOTE: Many respondents provided more than one comment. The categories below show the first listed.) Appendix D shows all responses from WSU USS Employees.

Table 5: Additional Comments

	Freq.	Percent	Freq.	Percent
Wage increases, wage equity, cost of living adjustments, merit pay, bonuses	78	23.9	10	33.3
Understaffed, under-resourced, overworked, and overloaded	50	15.3	2	6.7
Leadership/management unresponsive, unsupportive, untrusted, micromanage	40	12.2	7	23.3
Generalized frustration/low morale expressed	34	10.4	2	6.7
Tuition assistance, health insurance, childcare, parking	21	6.4	1	3.3
Wages should better match skills, output, and/or loyalty/longevity	18	5.5	4	13.3
Favorable comments about university employment, supervisor, coworkers	16	4.9	-	-
Considering retirement or new job	13	4.0		

2022 Regent Universities USS-UPS Survey Instrument

[Note to Reviewers: Question numbers (e.g., Q1) and values (e.g., (1)) are not visible to survey respondents.]

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

Participation in this survey is completely voluntary. You may exit at any time by simply closing your browser. You may skip any question once you begin. Your decision to participate (or to not participate) will have no impact on your employment status.

This survey is also completely confidential. Your responses will be grouped with responses from other respondents. Only grouped data will be analyzed. Individual responses will NOT be attributed to individual respondents. Please do not leave your name or other personal information on any survey instrument.

QCONSENT
INTRODUCTION
T

BENEFITS

Information gathered may inform university policy regarding employment and benefit faculty and staff at the six universities.

PARTICIPANT CONFIDENTIALITY

The Docking Institute of Public Affairs has a long history of successful data gathering and protecting the identities of survey participants. We have never experienced a data breach, and we follow industry best practices when collecting and storing data. Information gathered will be analyzed at the group level only. Individual survey responses will not be linked to any individual survey respondents, unless (a) it is required by law or university policy, or (b) you give written permission. The former has never been required of the Docking Institute, and the latter has never been requested by the Docking Institute.

WITHDRAWAL

You may stop answering questions at any time without penalty. Any information you have provided prior to withdrawal will be destroyed upon

Please select "Yes - I will participate" to proceed. Select "No -

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 (Q4_1)
- _____ Amount of pay or compensation (Q4_2)
- _____ Additional incentives or perks (Q4_3)
- _____ Professional development opportunities (Q4_4)

Q4a Is there another work-related item that you consider to be of high importance? If so, please provide that item in the space below.

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"/>
Customers / Public / Campus Colleagues (Q5e)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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)
-

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

Q9b Of the following, which BEST describes the reason you have taken a second job or are considering a second job?

To be able to better provide for family (1)

To help to pay down debt/bills (2)

To 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** here?

Q10 For each statement below, please 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"/>

Q10g Do you have another item or issue that you feel strongly about? If so, please use the space below to provide that item or issue.

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 high value at high cost (1)
- I'm receiving fair value at high cost (2)
- I'm receiving low value at high cost (3)
- I'm receiving fair value at fair cost (4)
- I'm not receiving fair value at a fair cost (5)
- I don't use the State of Kansas Health Insurance (6)

Q15 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 Q15 = Yes

Q15a 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 (Q15a1)	<input type="radio"/>	<input type="radio"/>
I am looking or have looked for a different job OFF campus (Q15a2)	<input type="radio"/>	<input type="radio"/>

Q16 And finally, do you have any other comments to add? If so, please provide comments below.

FINALIZE If you are ready to finalize and submit your responses, please click on the "Go Forward" button below.

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

