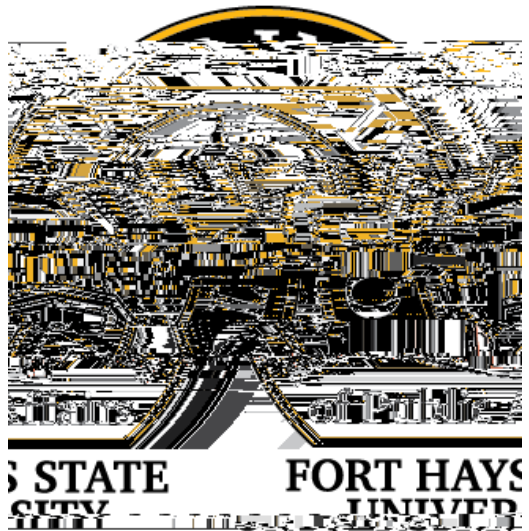


Wichita State University USS-UPS (Combined) Report

Presenting Findings from Wichita State University Employees and
All (Statewide) University Employees from
the 2022 Regent Universities USS-UPS Survey



September 2022

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Docking Institute of Public Affairs

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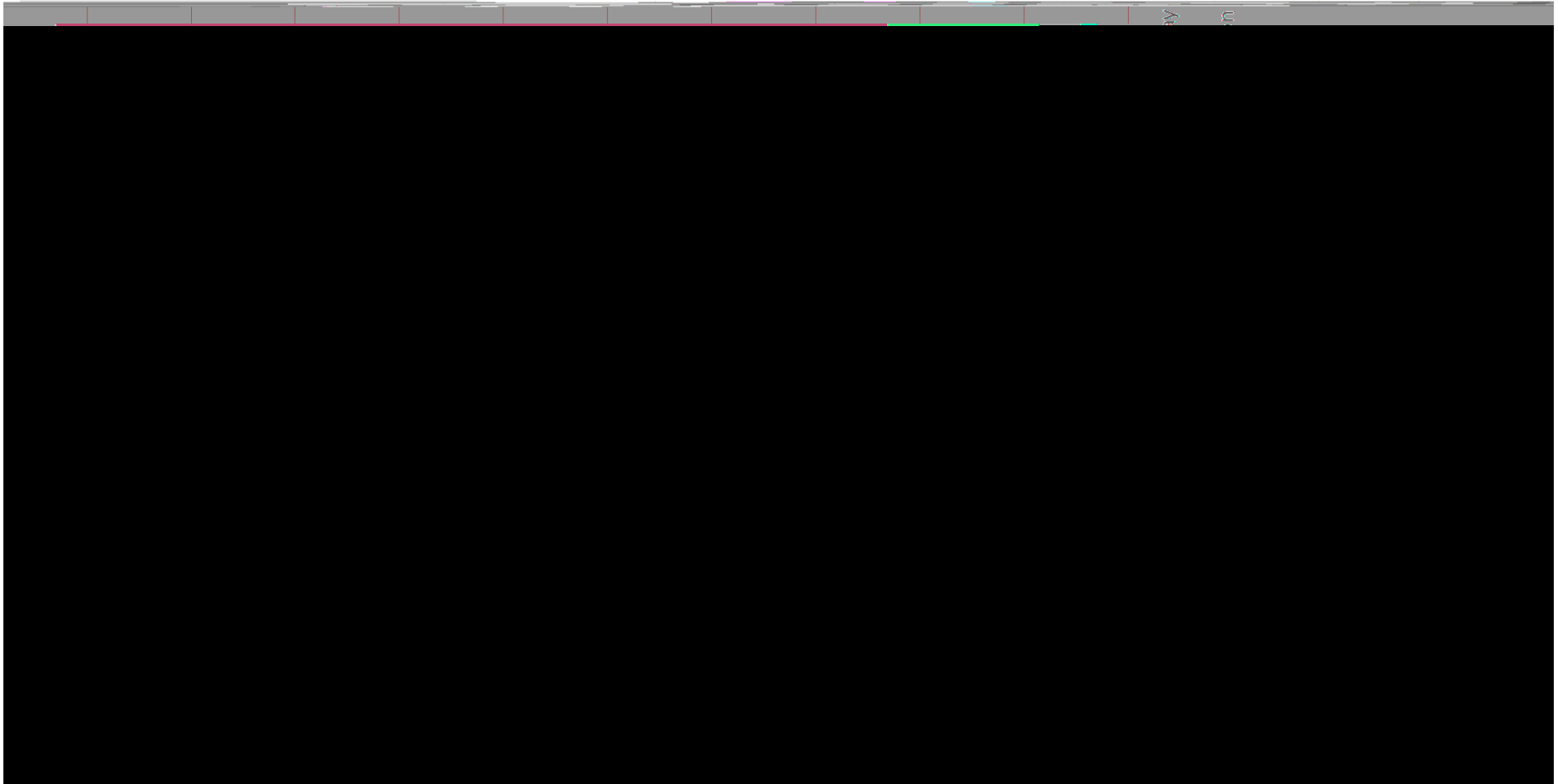
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Summary

This report is

Of those with second jobs or considering taking second jobs, most (at least 50% of WSU and Statewide Employees) report that health insurance benefits, stable work, enjoyable work,

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 Employees. (NOTE: Some respondents provided more than one item. The categories below show the first item listed.) Appendix A shows all responses from WSU Employees.

Table 2: Additional High Importance Items (Categories)

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 majorities of respondents report that their "work is greatly appreciated" by their immediate supervisors and co-workers. A larger percentage of WSU Employees (

Work Morale

This section of the report addresses work morale. 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 a larger percentage of WSU Employees (21%) than Statewide Employees (18.1%) rate their morale as “extremely positive.” The single largest percentages of both groups rate their morale as “somewhat positive” (42.9% WSU and 42.9% Statewide).

Figure 3: Morale at Work

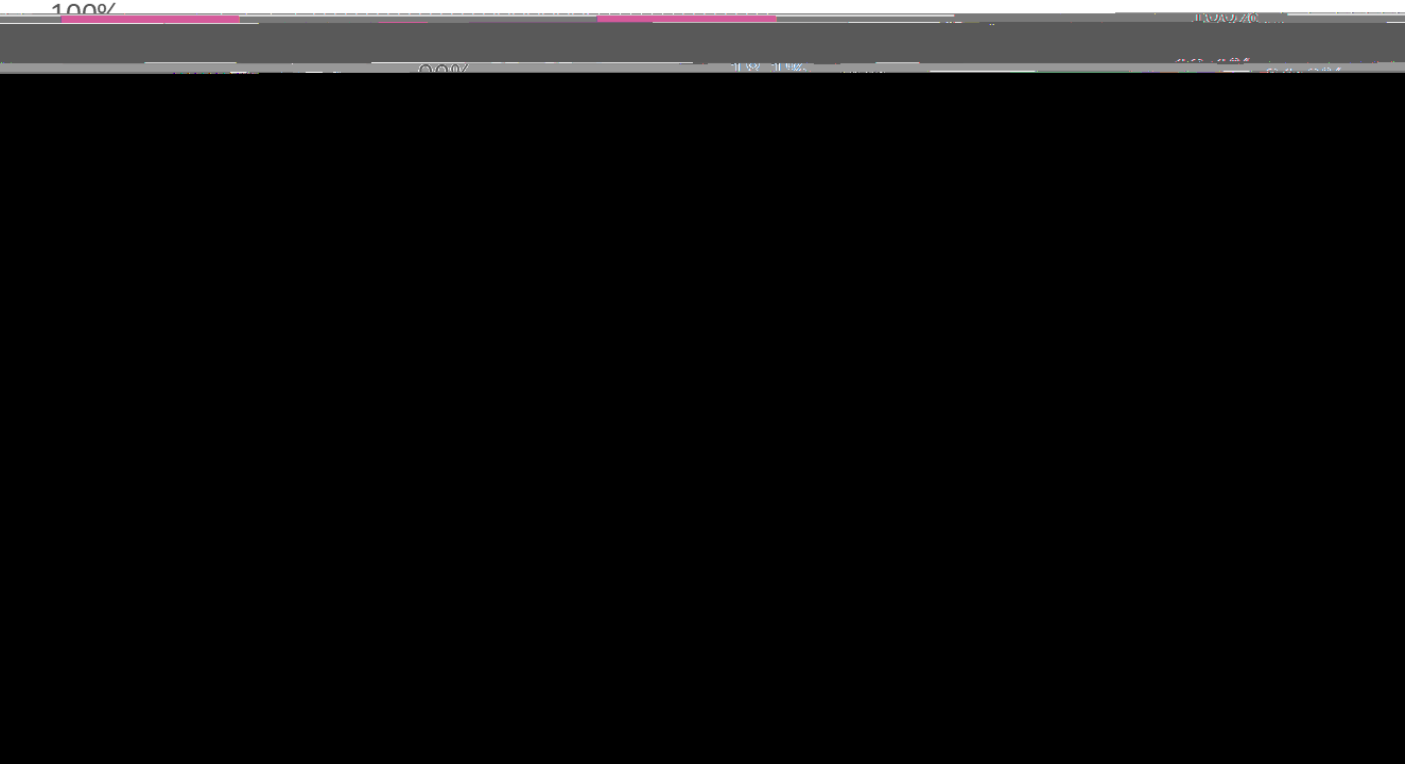


Figure 4 shows that a smaller percentage of WSU Employees (43.5%) than Statewide Employees (48.6%) report that their morale has worsened “compared to two years ago.”

Figure 4: Morale Compared to Two Years Ago



Respondents indicating that their morale has worsened compared to two years ago (represented by the blue 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.”

Figure 5 shows that 47.6% of WSU Employees report that “salary increases have not kept up with costs,” while 41.7% of Statewide Employees report that they “had to take on additional work duties with no/minimal increases in pay.”

Figure 5: Why Morale Has Worsened

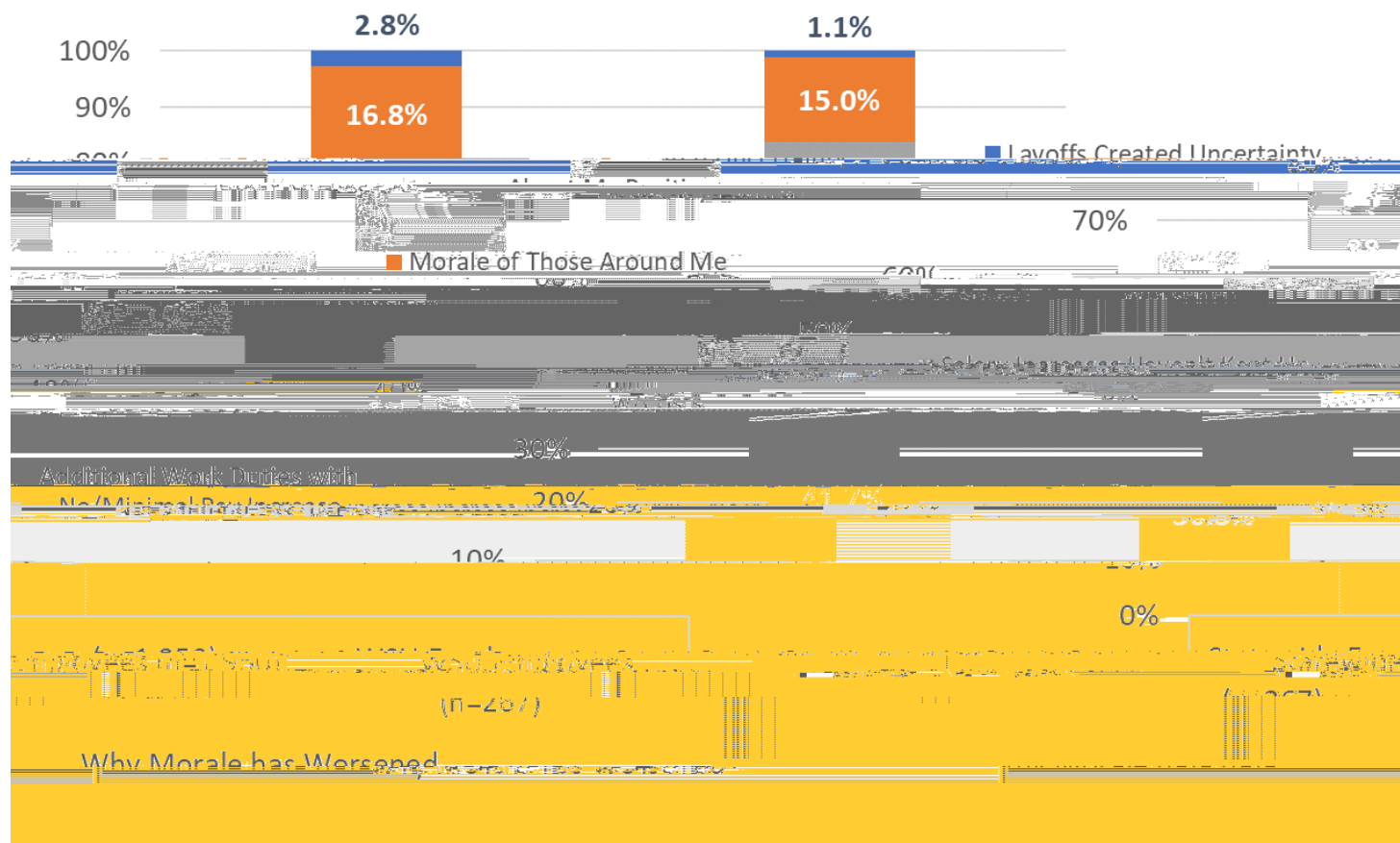


Figure 7: Perception of Current Wages



Figure 8 shows that a smaller percentage of WSU Employees (28.4%) than Statewide Employees (32%) report having a second job. Of those without second jobs, 42.4% of WSU Employees and 40.8% of Statewide Employees report “considering taking a second job.”

Figure 8: Have or Consider a Second Job or Other Income



Respondents with a second job or considering a second job (“yes” answers shown in Figure 8) were asked if they have a second job or are considering a second job to “be able to better provide for family,” “help to pay down debts/bills,” or “be able to have additional discretionary income (i.e., to spend on vacations, upgraded car, etc.).”

Figure 9 shows that of those with second jobs or considering taking second jobs, 48.9% and 44.8% (WSU and Statewide, respectively) report that a second job will help them “provide better for their families.”

Figure 9: Why Have/Consider a Second Job or Other Income

100%

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* there?”

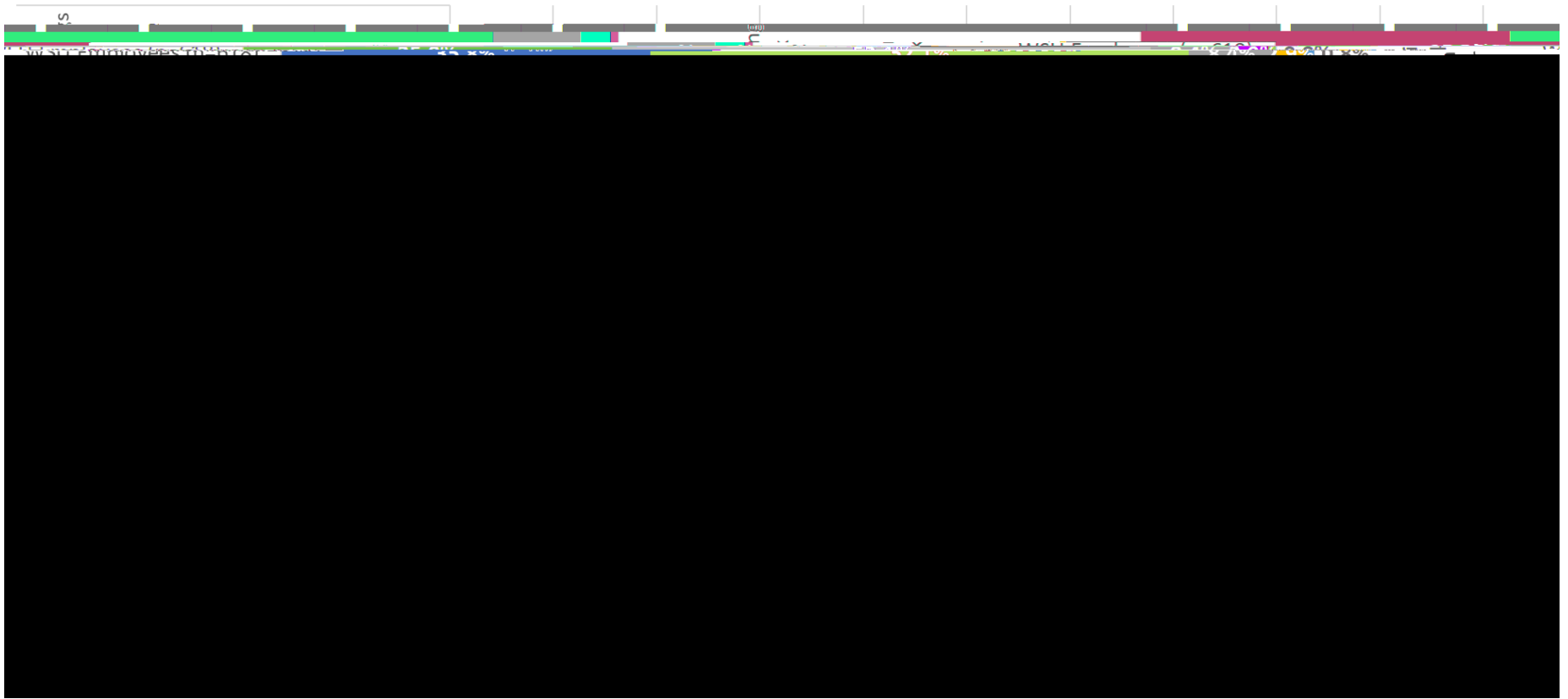
Answer options included the following:

- 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 want to continue working here to receive maximum retirement benefits

Figure 10: Reasons for Continued University Employment



Figure 11a: Job Satisfaction



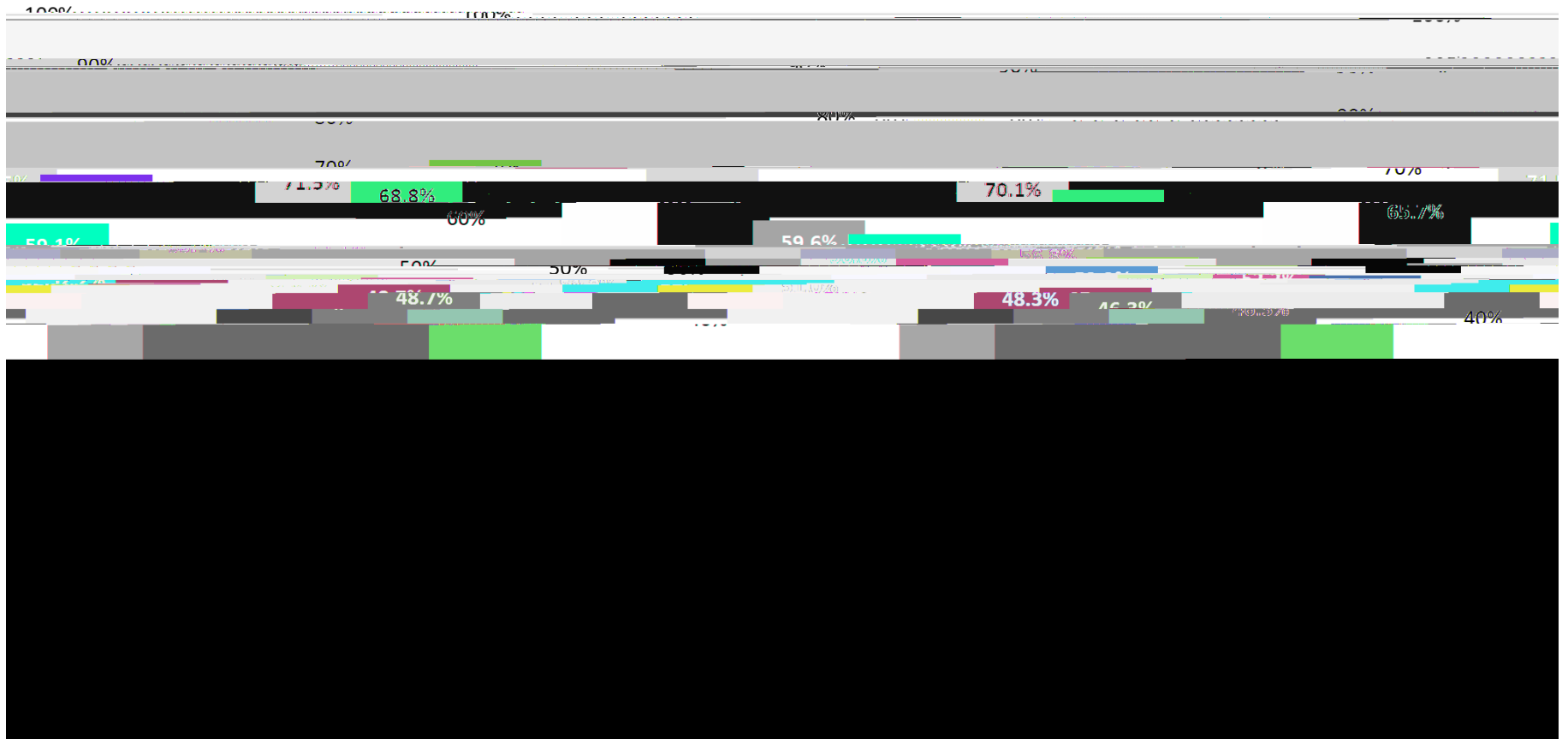
Figures 12a and 12b show responses to the series of statements regarding incentives or opportunities that might be of interest to employees. Respondents were asked to respond to each with answer options ranging from “extremely important” to “not at all important.” The incentives or opportunities are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

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:

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

Figure 13 (next page) shows that about a third of both groups rate the state health insurance as it “fair value and high cost” and about a third of both groups rate it as “fair value at fair cost.”

Figure 14: Opinions about Budget Limitation Impacts



Different Job

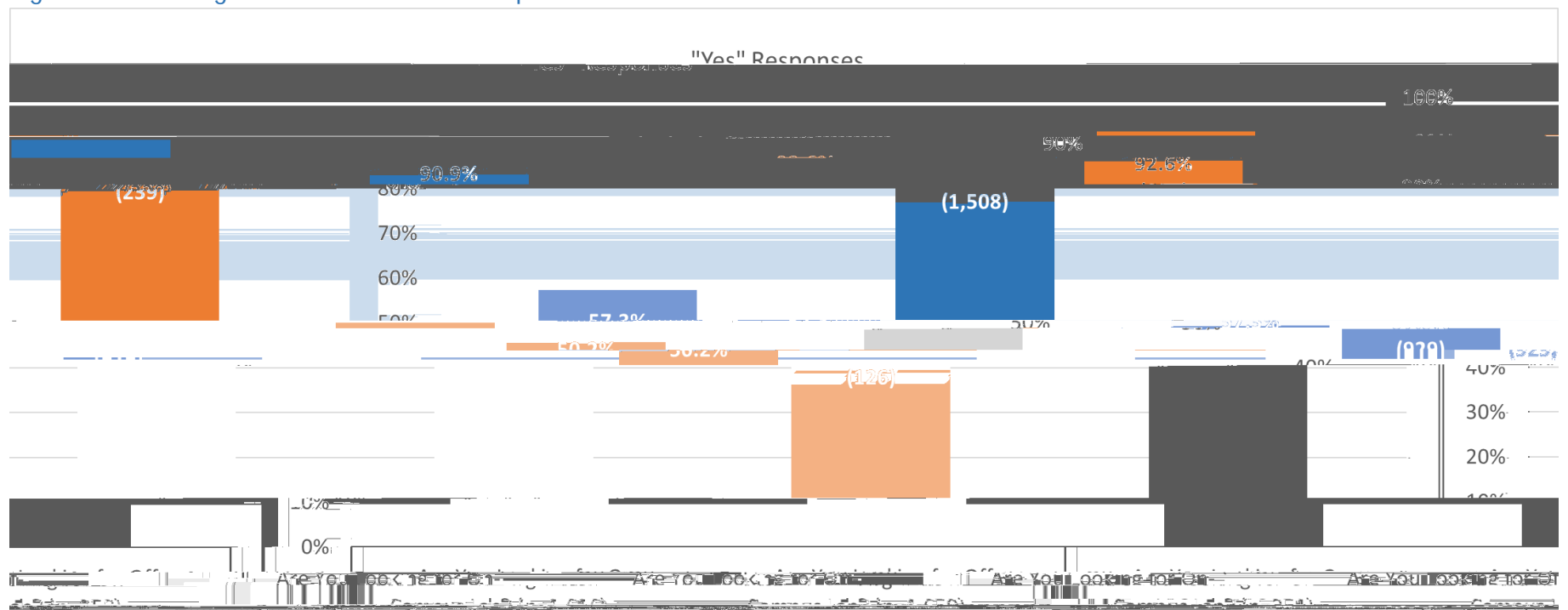
Respondents were asked “are you currently looking for a different job or have you looked for a new job in the past year or so?”

Figure 15 shows that somewhat similar percentages of WSU Employees (

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, 57.3% of Statewide Employees (light blue) and 50.2% of WSU Employees (light orange) report that they are interested in other ON-CAMPUS employment, and in response to a separate question, 90.9% of Statewide Employees (dark blue) and 92.6% of WSU Employees (dark orange) report being interested in OFF-CAMPUS employment.

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



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. Y8f()Tj5pf d7 Td[(b7 Td)1.1 (1)-117 Td(((1)-117 -9aim)4.5nebl5pt.9 (pf()Tj5pf d7 e)[(b)20 Te()T. s(ary)-4.5 R6DC -0.001 Tc 0.003o5[(p)-7 ((-2.4 (e)7.a -9ai (ae)Bt()e24Rt()1.9-3aiv()f2a3(s)2r2((B)B()D 38f()31n31s.0s9. BFC(k)<31n3gt35(T))32DC dD.98(pf()Tj5pf(e)3 e)[()21dN()3a()T(t)Tj()2i0.71n2()67)20.3d()Tj4EwB5

QCONSENT

INTRODUCTION

The Docking Institute of Public Affairs supports the practice of protecting human subjects participating in research. You are being asked to participate in a survey. It is your choice whether or not to participate. The following information is provided to help you decide if you would like to participate. You may refuse to begin this survey and not participate in this study. Even if you agree to participate, you are free to withdraw at any time. Withdrawing from this study will result

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 request. Your decision to stop your participation will not affect your employment status.

If you provide information now but change your mind later and wish to not participate, you may request to have your data removed from the data file. Information you provide will be deleted unless the request is made after the information has been deidentified. You will not be penalized in any way for changing your mind.

VOLUNTARY PARTICIPATION

You are not required to agree to this Consent and Authorization form, and you may refuse to do so without affecting your employment status nor any services currently enjoyed at your university.

CONTACT INFORMATION

Questions about the study should be directed to Mike Walker at mwalker@fhsu.edu, 785-628-5563, 300 Custer Hall, Fort Hays State University.

PARTICIPANT CERTIFICATION: u111. p3-4.4 (.)-32 (iv)-5.5ic-

Please select "Yes - I will participate" to proceed. Select "No - I will not participate" to exit now. Then click "Go Forward."

- Yes, I will participate
- No, I will not participate

"No, I will not participate" = skip to End of INTRO BLOCK. "Yes, I will participate" = continue to Q1

End of INTRO BLOCK

Thank you for your time.

Please close your browser to exit the survey.

If you would like more information about this survey, please contact Mike Walker at mwalker@fhsu.edu.

If the questions or the process made you feel uneasy or uncomfortable in any way, please call Health and Wellness Services at 785-628-4401 and

START OF SURVEY

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

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

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 sec

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 I would at a comparable private sector job (Q9c1)	<input type="radio"/>	<input type="radio"/>
The stability in employment (Q9c2)	<input type="radio"/>	<input type="radio"/>
I need the health insurance (Q9c3)	<input type="radio"/>	<input type="radio"/>
I need access to the education discounts offered (i.e. tuition waivers) for self/dependents (Q9c4)	<input type="radio"/>	<input type="radio"/>
I am close to retirement age (Q9c5)	<input type="radio"/>	<input type="radio"/>
I want to continue working here to receive maximum retirement benefits (Q9c6)	<input type="radio"/>	<input type="radio"/>
I enjoy the work so much that I remain (Q9c7)	<input type="radio"/>	<input type="radio"/>

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					

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, and/or are provided for already.]

	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"/>
Childcare assistance (such as financial assistance or care at work) (Q11c)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improved healthcare benefits					

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:

End of SURVEY

Thank you for completing this survey!

Please close your browser to exit the survey.

If you would like more information about this survey, [erw.533Td@tj-0.004Tc0.003Tw-2107Tdd@p-7\(is\)l3@1a1.4\(3\(w\)7.5\(e\)7.9\(\)9\)2.2](mailto:erw.533Td@tj-0.004Tc0.003Tw-2107Tdd@p-7(is)l3@1a1.4(3(w)7.5(e)7.9()9)2.2)