

2019 Regent Universities
USS-UPS Poll

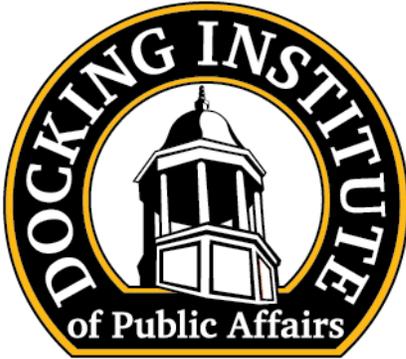
Report for Pittsburg State University (PSU),
including:

UPS Results
USS Results
Combined Results



Response to Additional Information Request:

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To Facilitate Effective Public Policy Decision-Making.
The staff of the Docking Institute of Public Affairs and its
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USS-UPS Poll

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USS Results
Combined Results

Prepared By:

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Introduction

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).¹

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 on-line 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 UPS respondents, USS respondents, and all PSU respondents.

Methods

Emails were sent to 8,043 USS and UPS employees at the five universities. The Institute received 2,846 completed interviews, a response rate of 35.4%. Since the lists provided by each university included all USS and UPS employees, 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 Pittsburg State University, emails were sent to 480 USS and UPS employees. The Institute received 289 completed interviews. About half (141) were UPS employees and about half (147) were USS employees. One PSU respondent did not provide his or her type of employment.

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.

¹ The University of Kansas was invited to participate but declined to do so.

Summary

This report is for Pittsburg State University. Responses to each question on the USS-UPS Employee poll conducted in spring 2019 are provided for UPS, USS, and ALL PSU respondents. 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 (PSU UPS, PSU USS, and ALL PSU).

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

- A smaller percentage of UPS respondents has worked for 15-19 years compared to USS respondents.
- When asked about the importance of various items, "amount of pay or compensation" was ranked first among most respondents. A larger percentage of USS respondents than UPS respondents ranked "additional perks" second highest, but larger percentages of UPS respondents than USS respondents ranked "recognition of work" and "professional development opportunities" second highest.
- Regarding work appreciation, most (more than 50%) of all respondents report that their work is greatly appreciated by their immediate supervisors and co-workers. Most (50.7%) UPS respondents report that their work is also greatly appreciated by department heads.
- Regarding morale at work, UPS respondents provide a larger percentage of "somewhat positive" responses when compared to USS respondents. USS respondents provide a larger percentage of "somewhat negative" and "negative" responses when compared to UPS respondents.
- Larger percentages of UPS respondents report that their moral has "remained the same" or "improved" since two years ago when compared to USS respondents.
- Of respondents who report worsened morale (compared to two years ago), larger percentages of UPS respondents than USS respondent report "additional work duties with no or minimal pay increases" and "morale of those around me has worsened" as reasons for worsened morale. On the other hand, larger percentages of USS respondents than UPS respondents report "salary increases haven't kept up with costs" and "layoffs have created uncertainty about my position" as reasons for worsened morale.
- Regarding perceptions of wages, a larger percentage of UPS respondents find their wages "reasonable," "somewhat reasonable," and "somewhat unreasonable" when compared to USS respondents. A larger percentage of USS respondents than UPS respondents find their wages "extremely unreasonable."
- A larger percentage of USS respondents than UPS respondents report having a second job or other means of oncome. A smaller percentage of UPS respondents than USS respondents are considering a second job, although two-fifths of UPS respondents are considering a second job.
- Larger percentages of UPS respondents than USS respondents have a second job or are considering taking a second job to "pay down debts" and to "have additional discretionary

income.” A larger percentage of USS respondents than UPS respondents have a second job or are considering taking one to able “to better provide for families.”

- Larger percentages of UPS respondents than USS respondents report that they remain at their university for the “stability in employment” and the “enjoyment of work.” Larger percentages of USS respondents than UPS respondents report that they remain at their university because they are “close to retirement,” for the “education discounts,” and for the “better salary than offered in the private sector.”
- Regarding job satisfaction, larger percentages of UPS respondents than USS respondents “strongly agree” with the statements “I enjoy the things I do” and “I have a generally positive work environment.”
- Regarding important incentives or opportunities, a larger percentage of UPS respondents than USS respondents rated flex-time as “extremely important.”
- Regarding “other” important incentives or opportunities, a larger percentage of USS respondents than UPS respondents identify “paid or reduced parking” is an important incentive or opportunity.
- When asked about the value of health insurance, a larger percentage of UPS respondents than USS respondents report that they are “receiving equal value at more cost.” On the other hand, a larger percentage of USS respondents than UPS respondents report that they are “receiving less value at more costs.”
- When asked about budget limitations influencing their work, larger percentages of USS than UPS respondents identify “staff reduced: unfilled positions” and staff reduced: unable to fill due to current salary/wage levels.”
- When asked to provide other impacts of budget limitations, almost a fifth of ALL PSU respondents report that “lack of funds to retain/replace staff” is an impact. About this same percentage holds for UPS and USS respondents.
- A larger percentage of UPS respondents than USS respondents report looking for a new job within the past year or so. UPS and USS respondents do not differ much with regard to looking for an on-campus job or off-campus job. Majorities of both groups report looking for off-campus jobs.
- When asked to provide additional comments, about a fifth of ALL PSU respondents identify “generalized frustration/low morale” and a “top heavy administration” at the university. Smaller percentages UPS respondents than USS respondents identifying these two issues. A larger percentage of UPS respondents than USS respondents identify “criticism of HealthQuest or health insurance coverage or costs.”

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 following tables and figures responses for PSU UPS respondents, PSU USS respondents, and ALL PSU respondents.

The table below shows years of employment. The table shows that a smaller percentage of UPS respondents has worked for 15-19 years compared to USS respondents.

Table 1: Years of Employment

	Percentages Shown		
	PSU UPS Employees	PSU USS Employees	All PSU Employees
0-4 years	22.0	18.4	20.4
5-9 years	21.3	21.1	21.1
10-14 years	22.0	15.6	18.7
15-19 years	7.1	19.7	13.5
20 years or more	27.7	25.2	26.3
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.

A larger percentage of USS respondents than UPS respondents rank “additional perks” second highest. However, larger percentages of UPS respondents than USS respondents rank “recognition of work” and “professional development opportunities” second highest.

Figure 1: Item Ranking

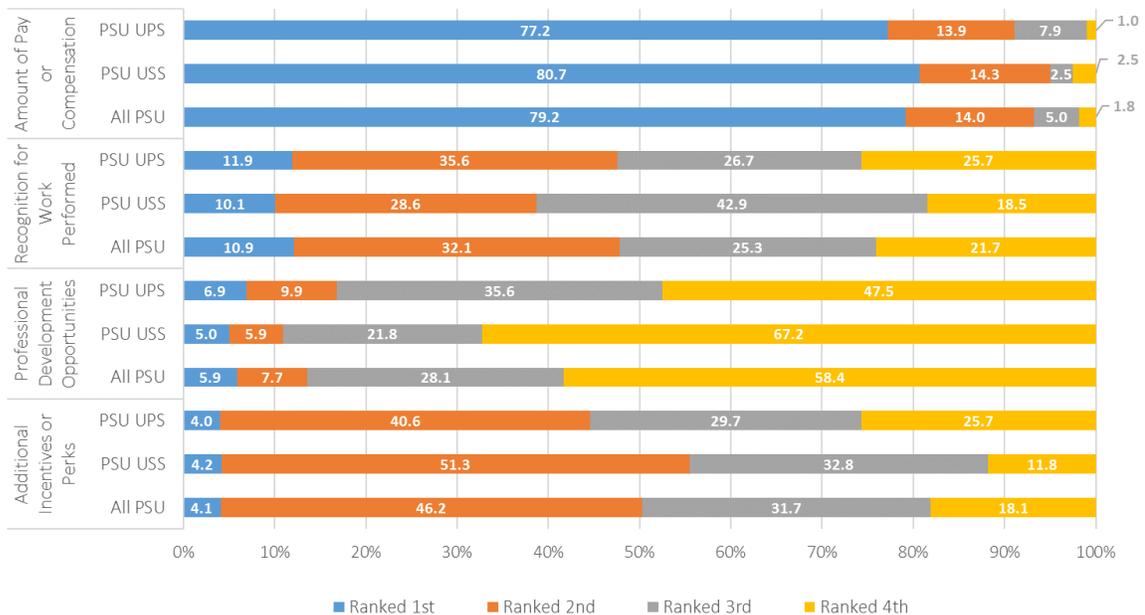


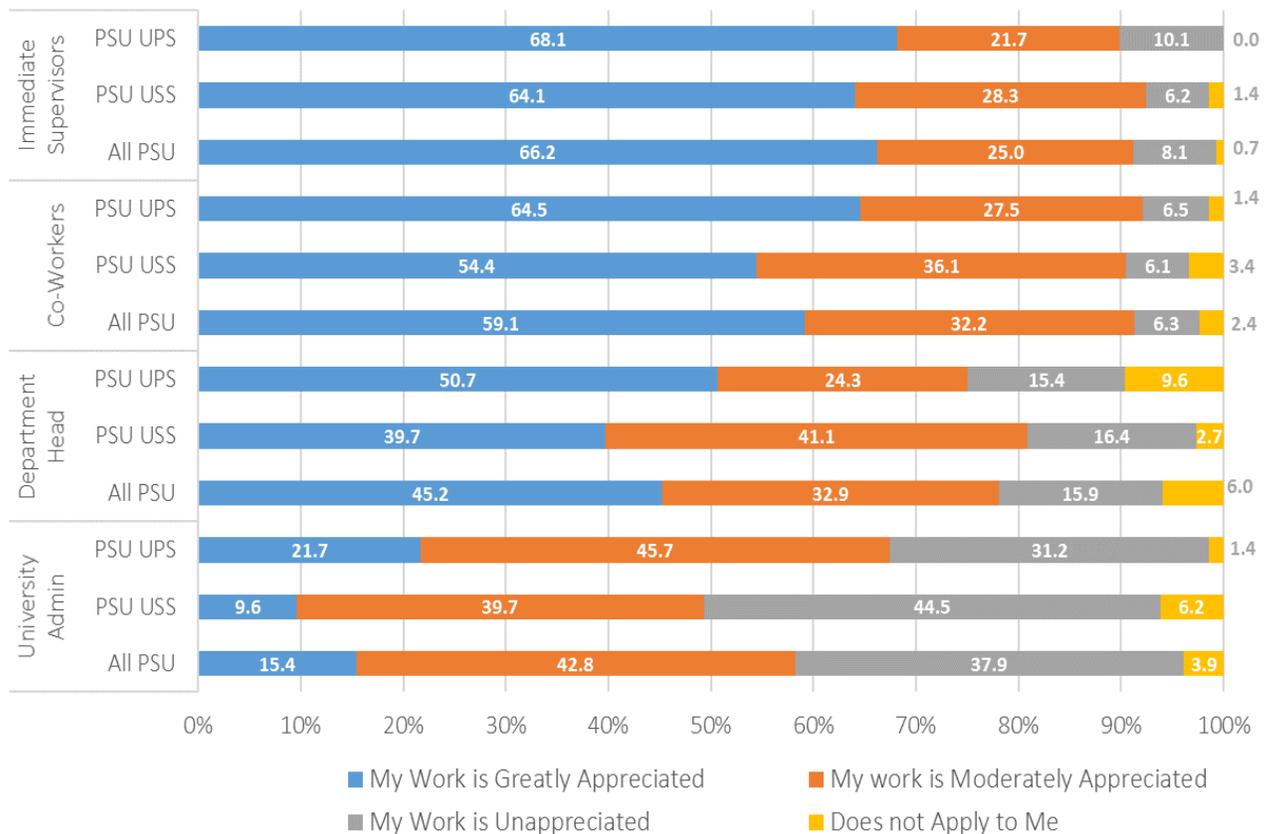
Figure 2 shows responses to statements addressing the work performance appreciation by various groups and individuals. The groups and individuals include co-workers, immediate supervisors, department heads, and university administrators. The statements include “my work is unappreciated,” “my work is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

Figure 2 shows that most (more than 50%) of respondents report that their work is “greatly appreciated” by their immediate supervisors and co-workers.

Most (50.7%) UPS respondents report that their work is also “greatly appreciated” by department heads.

Larger percentages of UPS respondents than USS respondents report that their work is “greatly appreciated” by all four groups.

Figure 2: Appreciation of Work Performed



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 many PSU respondents (ALL PSU) rate their morale as *at least* “somewhat positive” (when considering “somewhat positive” and “extremely positive” responses together).

UPS respondents provide a larger percentage of “somewhat positive” responses (47.8%) when compared to USS respondents (29.3%). USS respondents provide a larger percentage of “somewhat negative” and “negative” responses when compared to UPS respondents.

Figure 3: Morale at Work

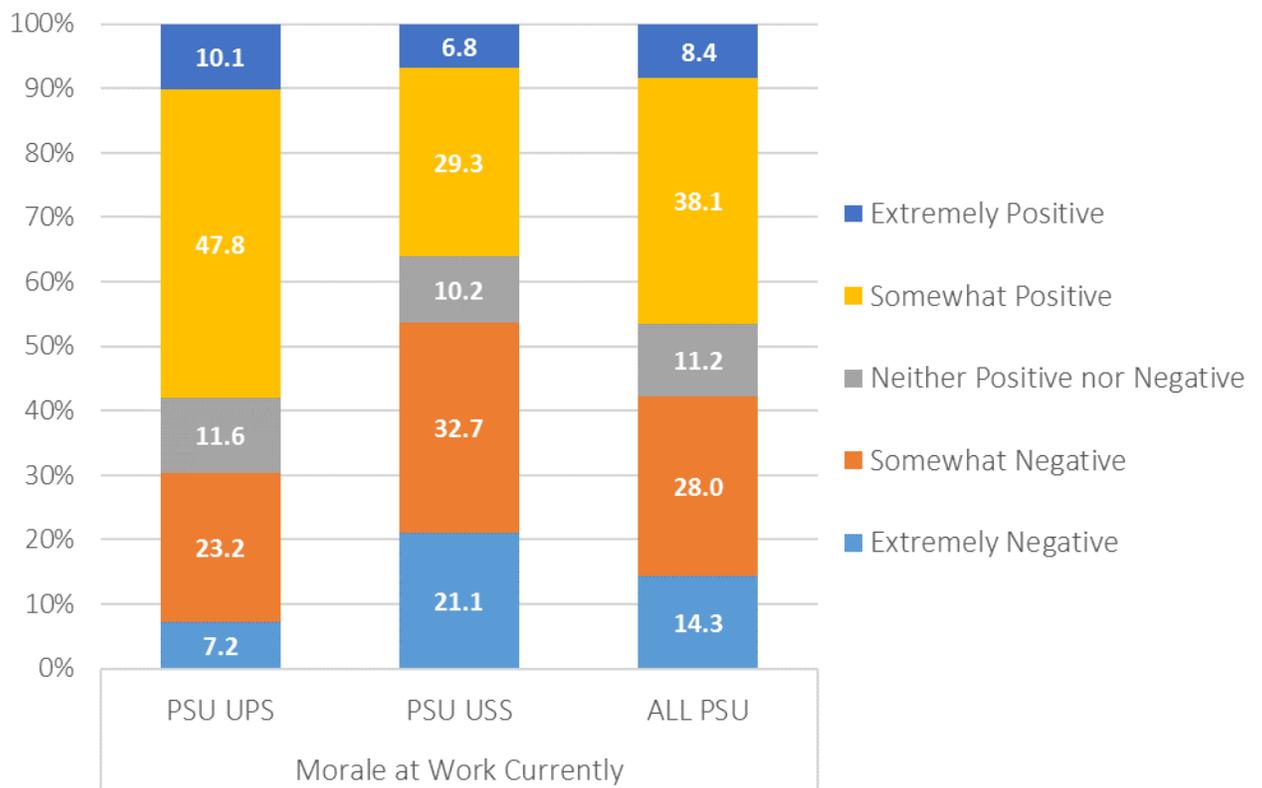
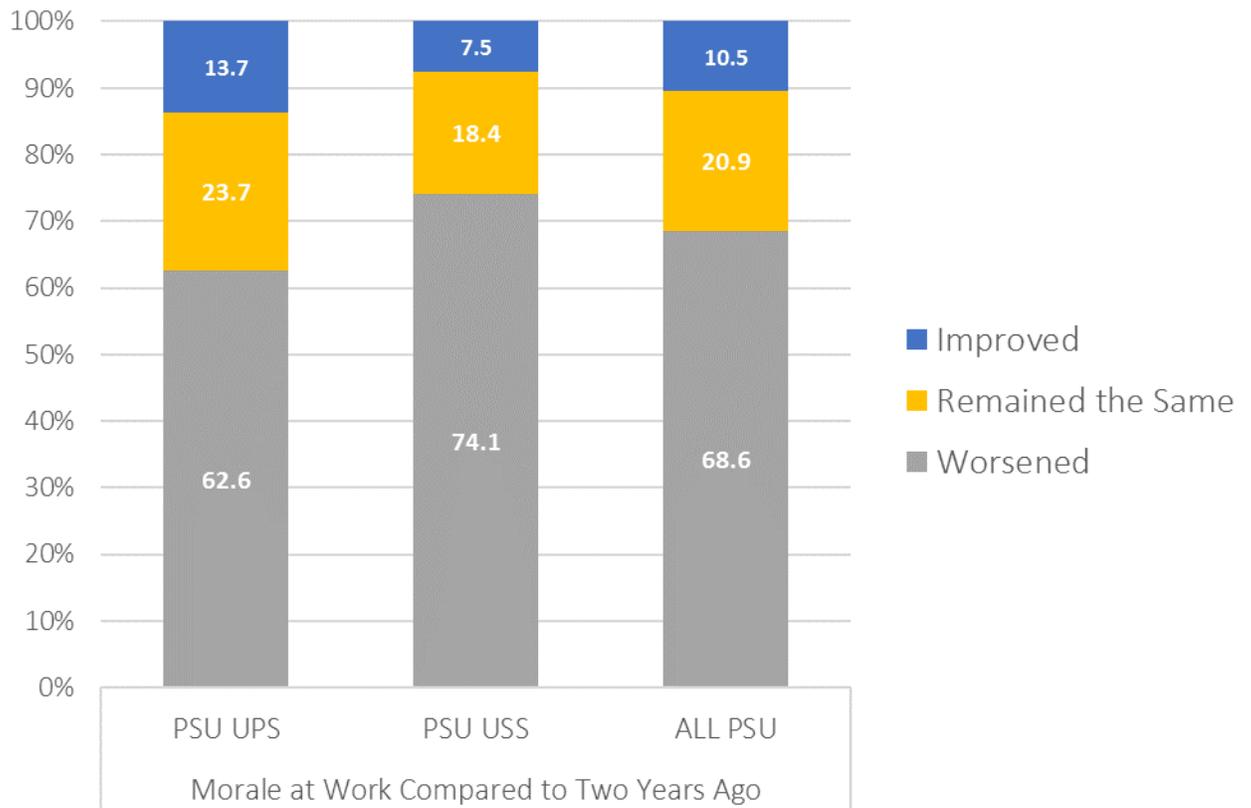


Figure 4 shows responses to a question asking “compared to two years ago, would you say your morale has improved, remained the same, or worsened?”

About a fifth of ALL PSU respondents report that their morale has “remained the same.”

Larger percentages of UPS respondents report that their moral has “remained the same” or “improved” when compared to USS respondents.

Figure 4: Morale Compared to Two Years Ago



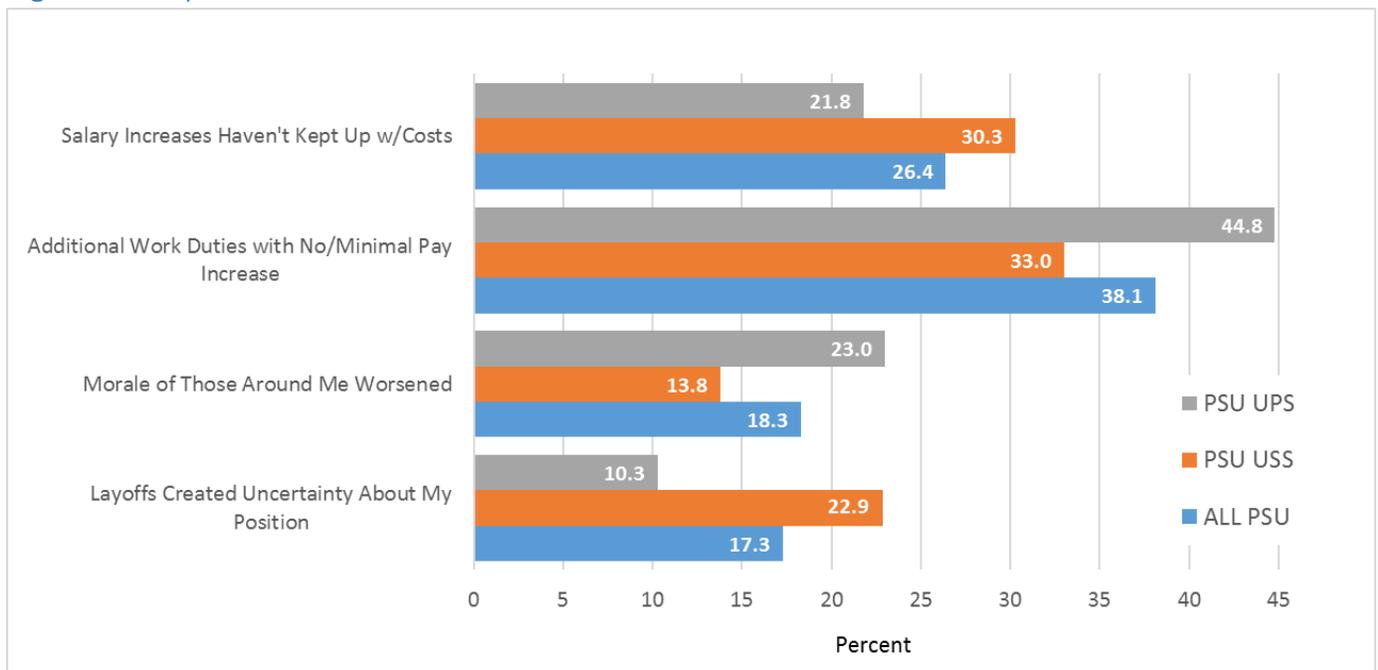
Respondents indicating that their morale has worsened compared to two years ago (represented by the grey bars in the previous figure) were asked follow-up questions about why morale has worsened. Responses included “salary increases haven’t kept up with increased costs,” “had to take on additional work 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 respondents.

Larger percentages of UPS respondents than USS respondent report “additional work duties with no or minimal pay increases” and “morale of those around me has worsened” as reasons for worsened morale.

On the other hand, larger percentages of USS respondents than UPS respondents report “salary increases haven’t kept up with costs” and “layoffs have created uncertainty about my position” as reasons for worsened morale.

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 larger percentages of UPS than USS respondents find their wages “reasonable,” “somewhat reasonable,” and “somewhat unreasonable.” A larger percentage of USS respondents than UPS respondents find their wages “extremely unreasonable.”

Figure 6: Perception of Current Wages

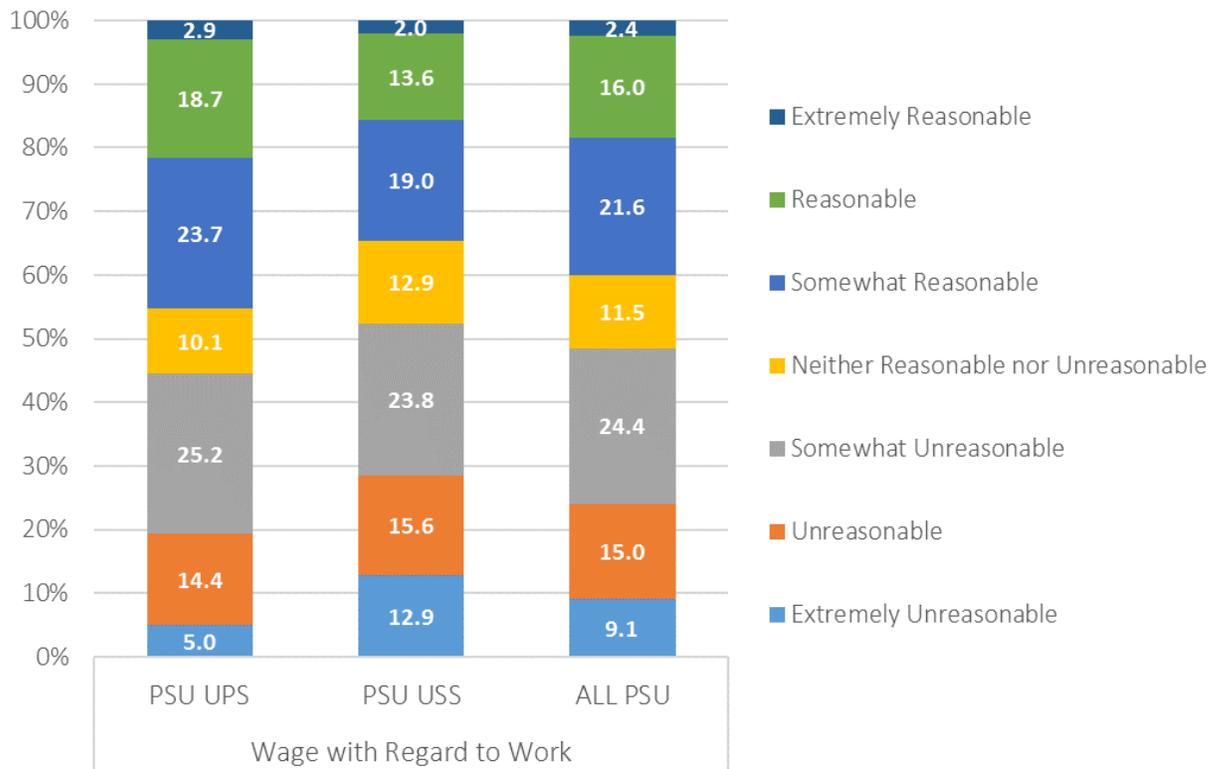
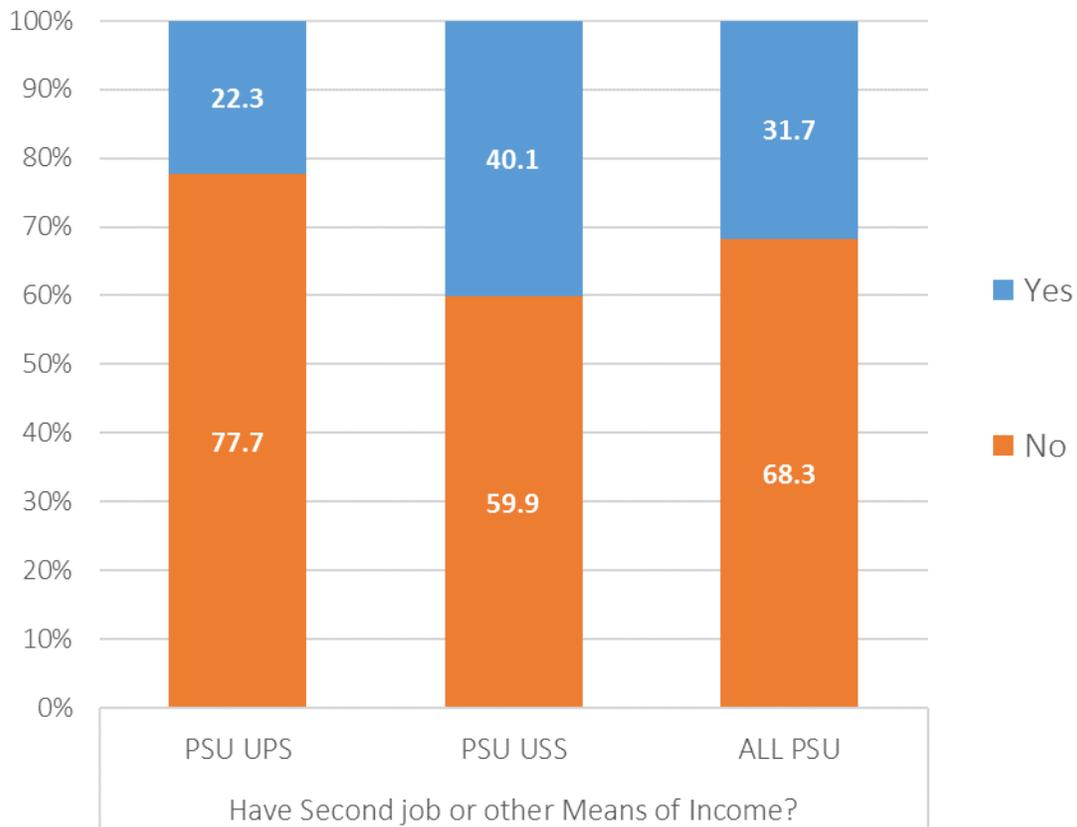


Figure 7 shows responses to a question asking “do you (yourself) have a second job or other means of income?” The figure shows that a larger percentage of USS respondents than UPS respondents report having a second job or other means of oncome.

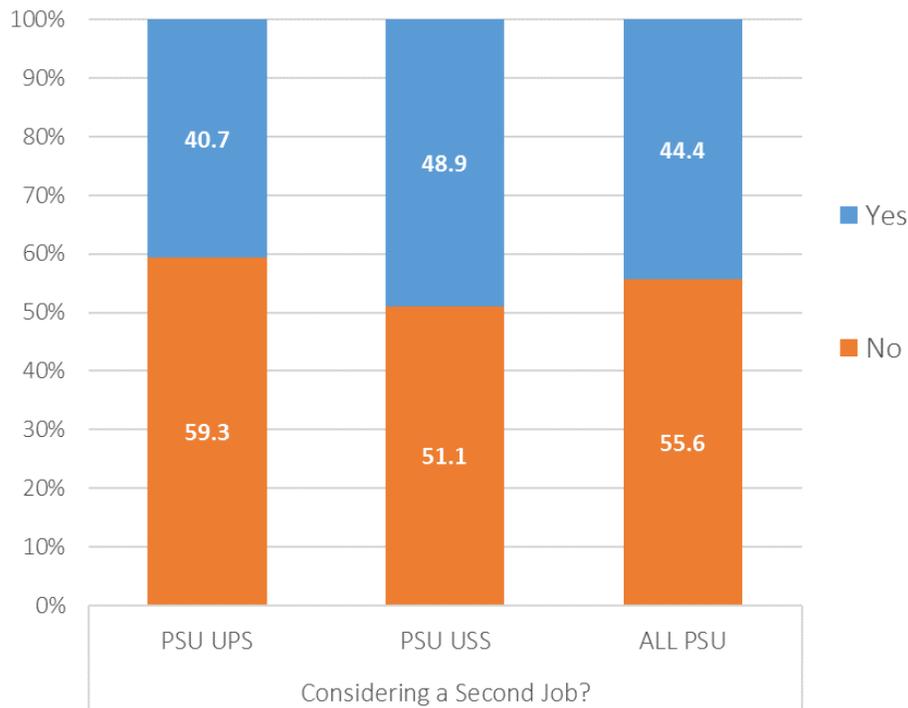
Figure 7: Have Second Job or Other Income



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 shows that more than two-fifths of ALL PSU respondents answered “yes” to this question.

A smaller percentage of UPS respondents than USS respondents are considering a second job, although two-fifths (40.7%) of UPS respondents are considering a second job and almost half (48.9%) of USS respondents are considering a second job.

Figure 8: Considering a Second Job



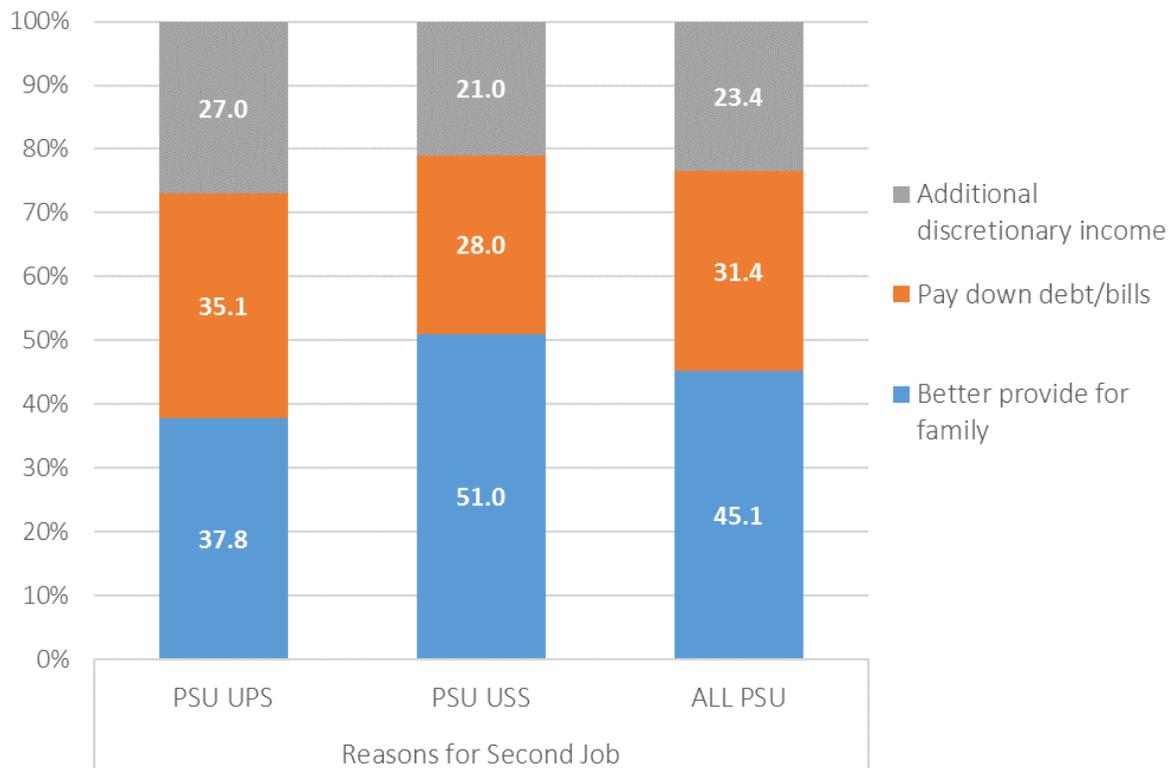
Respondents with a second job (“yes” Figure 7) and those considering a second job (“yes” Figure 8) were asked the question “of the following, which BEST describes the reason you have taken a second job or are considering a second job?”

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

Figure 9 shows that a larger percentages of UPS respondents than USS respondents have a second job or are considering taking a second job to “pay down debts” and to “have additional discretionary income.”

A larger percentage of USS respondents than UPS respondents have a second job or are considering taking one to able 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 shows the responses for UPS, USS, and ALL PSU respondents.

Figure 10: Reasons for Continued University Employment

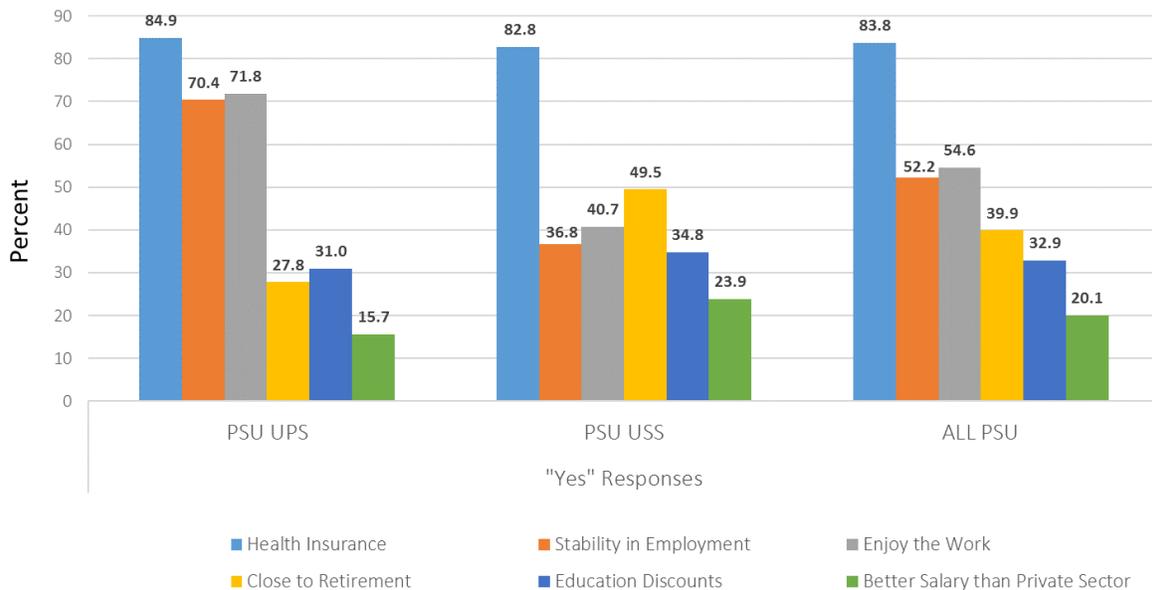


Figure 10 (previous page) shows that larger percentages of UPS respondents than USS respondents report that they remain at their university for the “stability in employment” and the “enjoyment of work.”

Larger percentages of USS respondents than UPS respondents report that they remain at their university because they are “close to retirement,” the “education discounts,” and for the “better salary than offered in the private sector.”

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 above. Figure 11a shows responses from PSU UPS respondents.

Figure 11a: Job Satisfaction (PSU UPS)

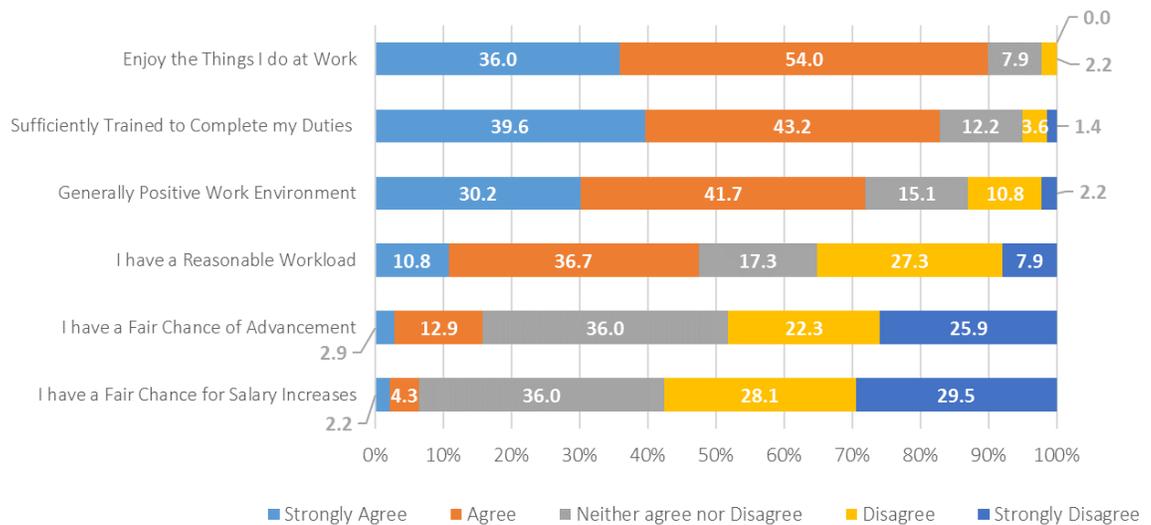
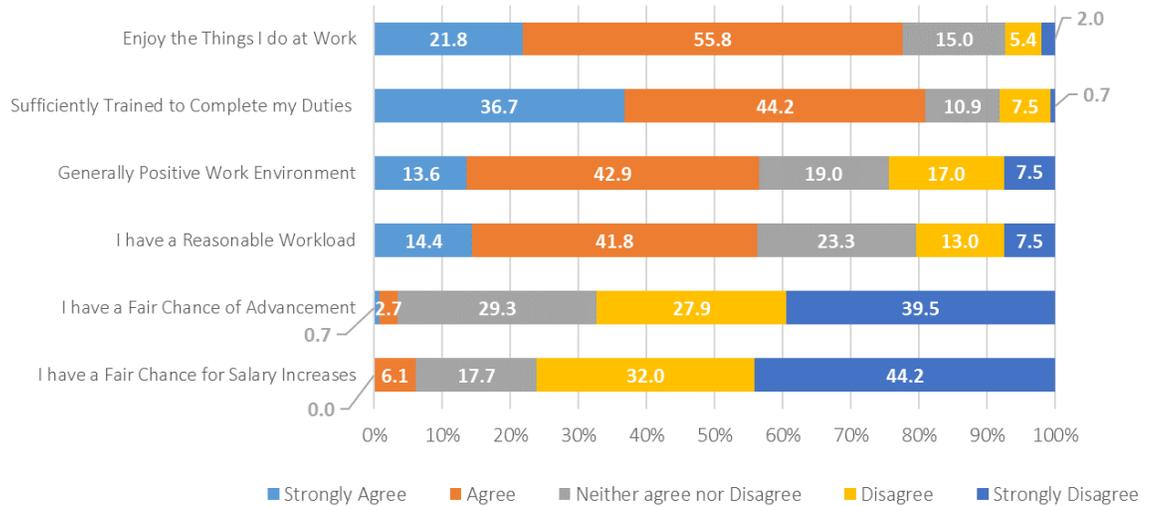


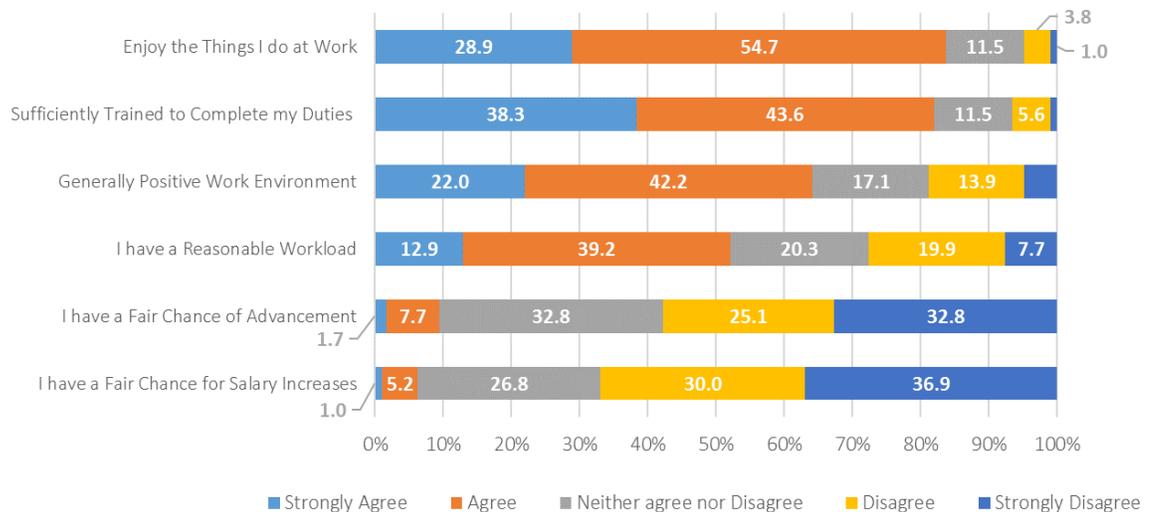
Figure 11b shows responses from PSU USS respondents, and Figure 11c shows responses from ALL PSU respondents.

Figure 11b: Job Satisfaction (PSU USS)



Figures 11a and 11b suggest that larger percentages of UPS respondents than USS respondents “strongly agree” with the statements “I enjoy the things I do at work” and “I have a generally positive work environment.”

Figure 11c: Job Satisfaction (ALL PSU)



Figures 12a, 12b, and 12c show responses to the series 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 above. Figure 12a shows responses from PSU UPS respondents.

Figure 12a: Incentives or Opportunities (PSU UPS)

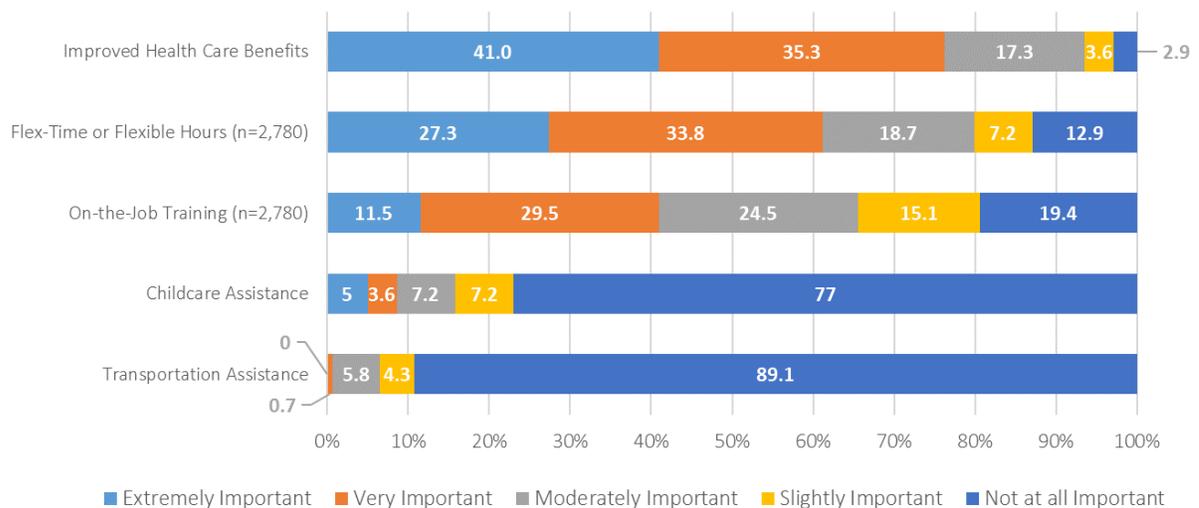
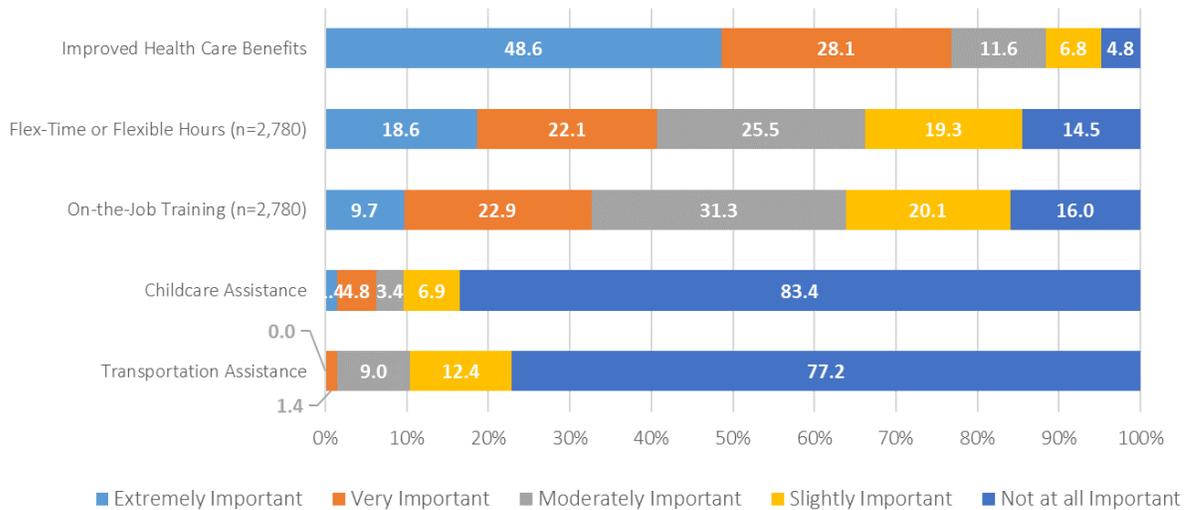


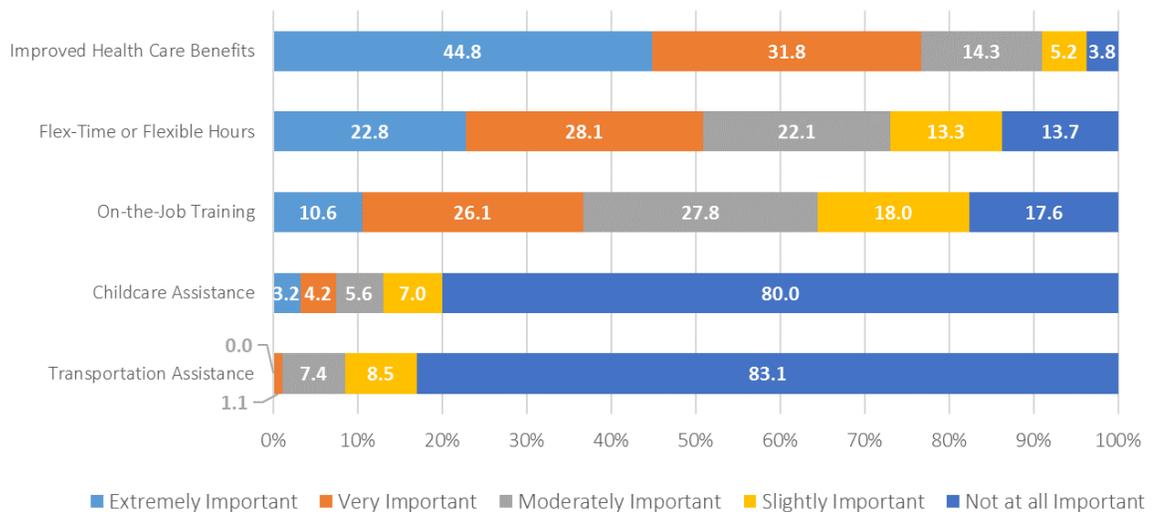
Figure 12b shows responses from PSU USS respondents, and Figure 12c shows responses from ALL PSU respondents.

Figure 12b: Incentives or Opportunities (PSU UPS)



Figures 12a and 12b suggest that a larger percentage of UPS respondents than USS respondents rate flex-time as “extremely important.”

Figure 12c: Incentives or Opportunities (ALL PSU)



Respondents were asked to provide another incentive in a text box. Table 2 shows comments collapsed into 22 categories (ordered using the scheme provided in the initial reports). (NOTE: Some respondents provided more than one incentive or opportunity. The categories below show the first incentive/opportunity listed.)

Table 2: Additional Incentives or Opportunities

Additional Incentives/Opportunities	Percentages of Responses		
	PSU UPS (n=37)	PSU USS (n=61)	ALL PSU (n=98)
Promotion Schedule/Merit Schedule/Annual Raises	2.7	11.5	8.2
Immediate Base Pay Increase	8.1	11.5	10.2
Paid or Reduced Parking Fee	8.1	18.0	14.3
Tuition Assistance Improvement/Loan Repayment	8.1	4.9	6.1
Financial Incentives or Bonuses for Extra Work	2.7	4.9	4.1
Additional Paid Time Off/Paid During Semester Breaks	8.1	8.2	8.2
Working Remotely/Telecommute	5.4	1.6	3.1
Appreciation for Work Performed/Better Work Environment	5.4	4.9	5.1
Professional Development Opportunities	8.1	1.6	4.1
Paid or Reduced Recreation or Entertainment Fees	10.8	4.9	7.1
Improved Health Care Insurance		6.6	4.1
Retirement Plan or 401k Options/Options for Part-Time Work	5.4	4.9	5.1
Upper Admin. Planning/Understanding of Our Entities & Jobs	5.4	4.9	5.1
Hire Additional Staff/Fill Vacant Positions	8.1	3.3	5.1
Parent or Child Leave Policy	2.7		1.0
Other Comments	2.7	1.6	2.0
Four Day Work Week			
Work Cell Phones/Work Items Provided		1.6	1.0
Flexible Working Hours/Flex-Time		1.6	1.0
Additional Office/Work Space or Improve Work Stations			
Time for Exercise During Workday	5.4	3.3	4.1
Reduced Fees for on Campus Meals	2.7		1.0
Total	100	100	100

The table above shows that 14.3% of ALL PSU respondents consider “paid or reduced parking” to be an important incentive or opportunity. Less than a tenth (8.1%) of UPS respondents, but 18% of USS respondents report the same.

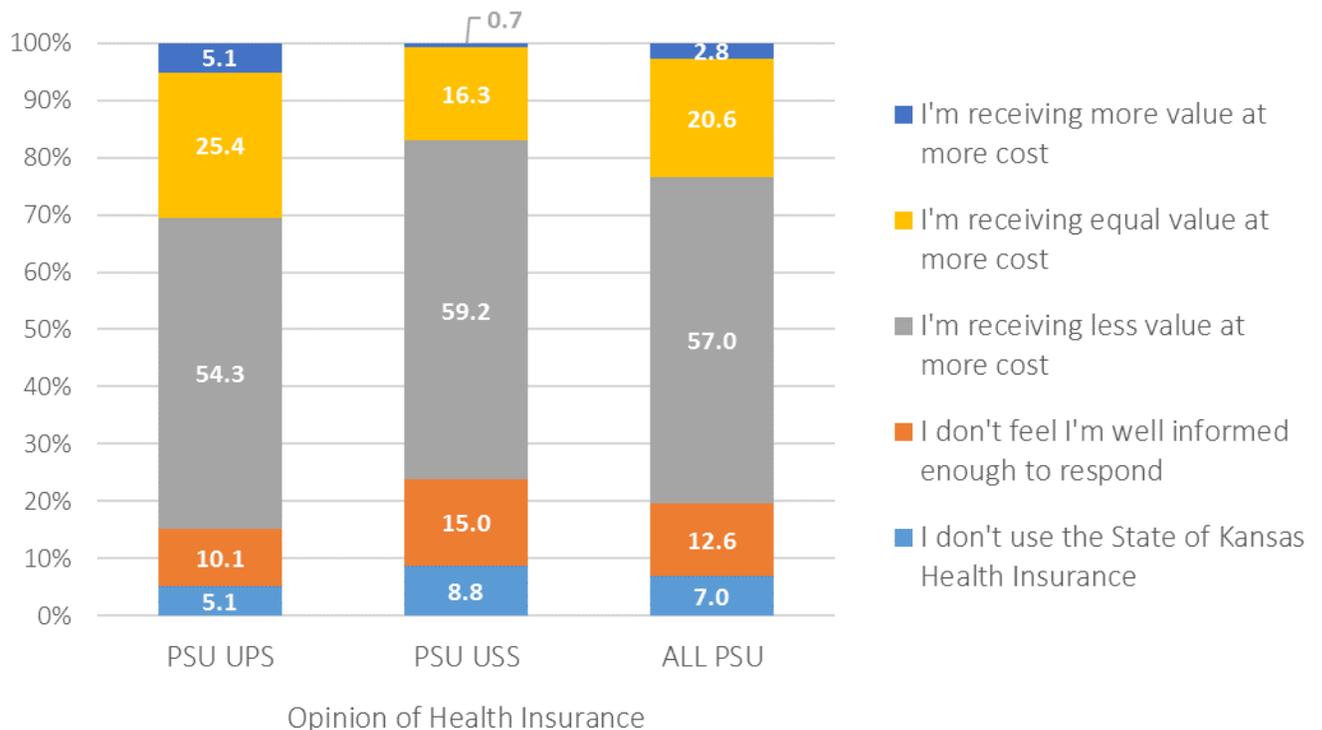
About a tenth (10.8%) of UPS respondents consider “paid or reduced recreation or entertainment fees” to be an important incentive/opportunity, compared to 4.9% of USS respondents.

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

The figure below shows that a larger percentage of UPS respondents than USS respondents report that they are “receiving equal value at more cost.” On the other hand, a larger percentage of USS respondents than UPS respondents report that they are “receiving less value at more costs.”

Figure 13: Opinions about Health Insurance



Budget Limitation Impacts

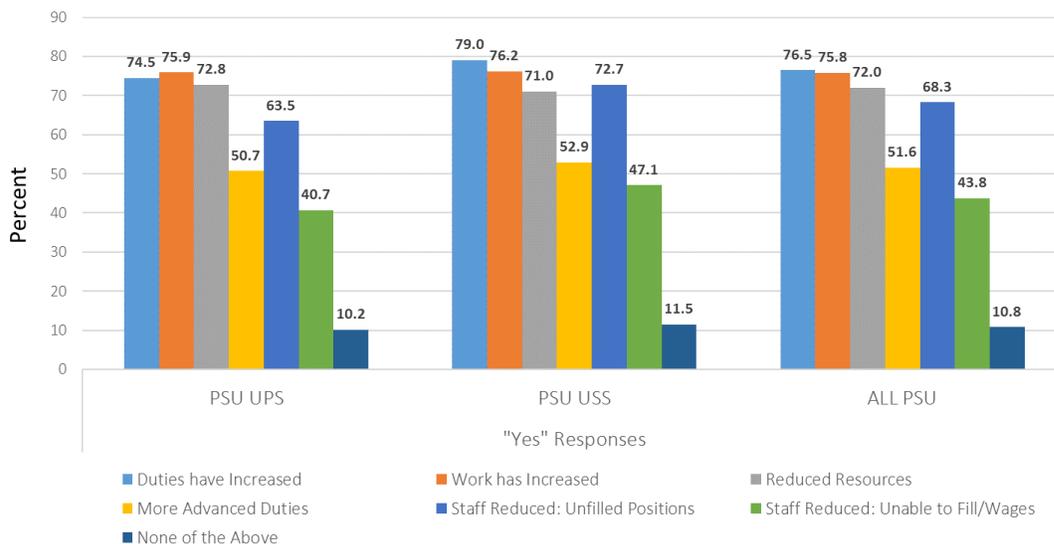
This section of the report addresses opinions about the impacts of budget limitations. Respondents were presented with the following question and statement: “Have budget limitations impacted your job? If so, please mark all of the areas below that have been impacted by budget limitations.”

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 UPS, USS, and ALL PSU respondents. Responses do not differ notably between UPS and USS respondents for most items, but larger percentages of USS than UPS respondents identify “staff reduced: unfilled positions” and “staff reduced: unable to fill due to current salary/wage levels” and issues.

Figure 14: Opinions about Budget Limitation Impacts



Using a text box, respondents were asked whether there is another area of their job impacted by budget limitations. Table 3 shows comments collapsed into 17 categories (ordered using the scheme provided in the initial reports). (NOTE: Many respondents provided more than one implication of budget limitations. The categories below show the first limitation listed.)

Table 3: Additional Budget Impact Comments

Additional Comments Regarding Budget Limitations	Percentages of Responses		
	PSU UPS (n=38)	PSU USS (n=48)	ALL PSU (n=86)
Lack Raises/Salary Compression		10.4	5.8
Lack Funds to Retain/Replace Staff	18.4	18.8	18.6
Lack Funds to Accomplish Tasks/Purchase Supplies	18.4	12.5	15.1
Work Load Increased/Staff Reduction & Consolidation	15.8	16.7	16.3
Reduced Ability to Fund Professional Development	10.5	6.3	8.1
Frustration/Stress/Decreasing Morale	7.9	10.2	9.3
Reduced Ability to Buy/Replace Technology	5.3	8.3	7.0
Reduced Ability to Add New Staff/Expand Program			
Reduced Ability for Facility Repairs/Improvements	2.6		3.5
Other Unit's Funding Reduction Impacts My Unit	2.6	4.2	1.2
Lack of Funds for Overtime Pay/Work Stacking Up		4.2	2.3
Lack of Funds for Quality Hires/Personnel			
Inequality in Pay/Raises/Merit/Staffing	2.6		1.2
Lack of Funds for Quality Supplies	5.3	4.2	3.5
Limited Opportunities for Student Recruitment/Marketing	5.3	2.0	3.5
Lack of Funds for Adequate Custodial Services	5.3	2.1	4.7
Funding Allocated Away from Unit			
Total	100	100	100

The table above shows that 18.6% of ALL PSU respondents report that budget limitations have resulted in a “lack of funds to retain/replace staff.” About this same percentage holds for UPS and USS respondents.

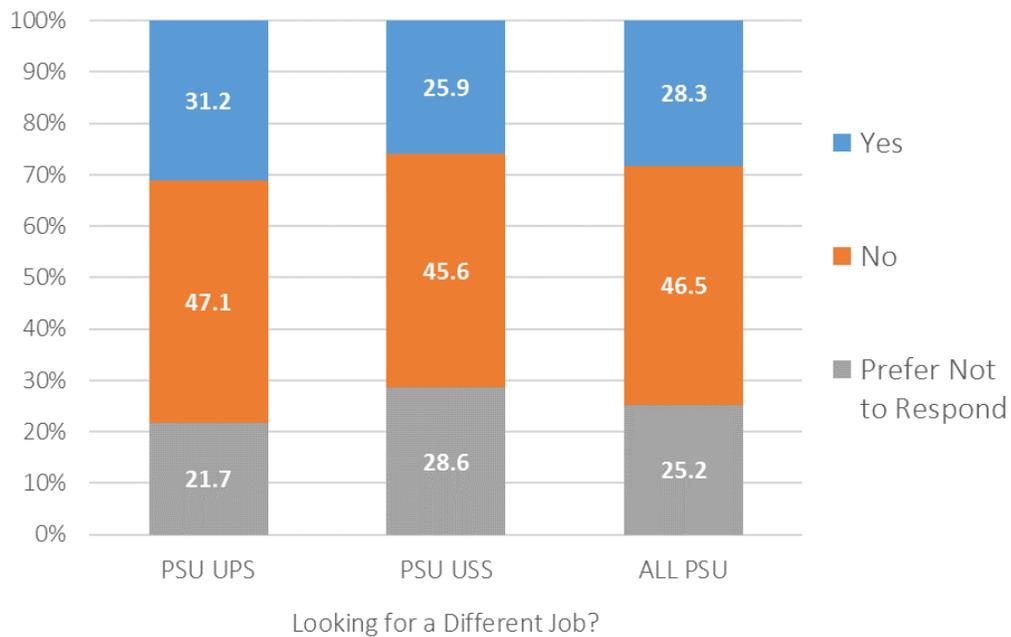
The table shows 18.4% of UPS respondents than USS respondents suggest that budget limitations have resulted in a “lack of fund to accomplish tasks/purchase supplies,” compared to 12.5% of USS respondents. On the other hand, about 10% of USS respondents suggest that budget limitations have let to “frustration, stress, decreasing morale,” compared to 7.9% of UPS respondents. About 10% of USS respondents, but no UPS respondents, identify “a lack of raises/salary compression as a result of budget limitations.

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 UPS respondents than USS respondents report looking for a new job within the past year or so.

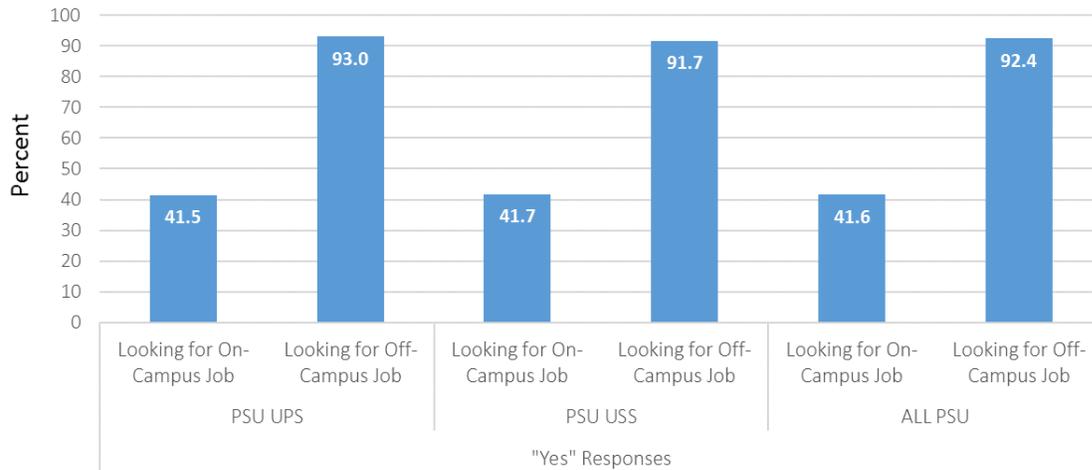
Figure 15: Looking for Different Job



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

Figure 16 (next page) shows responses to the two questions.

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



The figure above shows that the percentages of UPS and USS respondents do not differ much with regard to looking for an on-campus job or off-campus job. Majorities of both groups report looking for off-campus jobs.

Finally, respondents were asked if they had any other comments they would like to add. Table 5 shows responses collapsed into 11 categories (ordered using the scheme provided in the initial reports). (NOTE: Many respondents provided more than comment. The categories below show the first listed.)

Table 4: Additional Comments

	Percentages of Responses		
	PSU UPS (n=40)	PSU USS (n=57)	ALL PSU (n=97)
Wage Increases/Wage Increase Schedule/Yearly CoL Adjustments Needed	7.5	10.5	9.3
Generalized Frustration/Low Morale Expressed	15.0	24.6	20.6
Wages Should Better Match Skills and/or Years of Service	15.0	8.8	11.3
Poor Management Decisions/Favoritism/Bullying by Management	10.0	10.5	10.3
Top Heavy Administration/Wage Increases Go Only to Top/Admin Out of Touch	10.0	29.8	21.6
We are Understaffed and Overworked	10.0	5.3	7.2
Criticism of HealthQuest or Health Insurance Coverage or Costs	22.5	8.8	14.4
Favorable Comments about University Employment or University Leadership	5.0		2.1
Lack of Advancement Opportunities			
Miscellaneous Comments/Comments about Survey (Pros and Cons)		1.8	1.0
Other Incentives to Increase Morale Offered	5.0		2.1
Total	100	100	100

The table above shows that about a fifth of ALL PSU respondents report “generalized frustration/low morale” (20.6%) and “top heavy administration” (21.6%).

Percentages among UPS respondents and USS respondents differ for these two items, with 15% of UPS respondents and 24.6% of USS respondents identifying “generalized frustration/low morale.” With regard to a “top heavy administration,” 10% of UPS respondents and 29.8% of USS respondents offered this item as an additional comment.

“Criticism of HealthQuest or health insurance coverage or costs” was identified by 22.5% of UPS respondents and 8.8% of USS respondents in their additional comments.

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.

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.

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.)

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.

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.

