

2022 Regent Universities  
USS-UPS Survey

Report for Fort Hays State University (FHSU), including:  
FHSU USS Results  
Statewide USS Results



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Statewide USS Results

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# Introduction

## Introduction

A coalition of representatives from University Support Staff (USS) and Unclassified Professional Staff (UPS) organizations from six Regent Universities in Kansas asked the Docking Institute of Public Affairs to conduct a survey of USS and UPS employees. The six universities included Emporia State University (ESU), Fort Hays State University (FHSU), Kansas State University (KSU), Pittsburg State University (PSU), Wichita State University (WSU), and the University of Kansas (KU).

The survey was conducted during spring 2022 using Qualtrics on-line survey software. Email addresses for USS and UPS employees of the six universities during the spring 2022 semester were provided to the Docking Institute. Invitations to participate in the survey (including a link to an online survey) were emailed to all USS and UPS employees listed. This research project was submitted to the FHSU Institutional Review Board (IRB) for review. Survey questions were developed in collaboration with the coalition of representatives from the USS and UPS organizations. The survey instrument can be found in Appendix E.

This report shows results from FHSU USS survey respondents (FHSU USS Employees) and all the USS respondents (Statewide USS Employees).

## Methods

Email requests were sent to 9,190 USS and UPS employees at the six universities. The Institute received 4,053 completed interviews, a response rate of 44.1%. Since the lists provided by each university included all USS and UPS employees, no margin of error is calculated. The initial email was sent April 6, 2022. Follow-up email requests to non-responding employees were sent on April 14<sup>th</sup>, April 21<sup>st</sup>, and April 26<sup>th</sup>.

Regarding Fort Hays State University, emails were sent to 522 USS and UPS employees. The Institute received 271 completed surveys from 97 USS employees and 174 UPS employees.

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.

## Summary

This report is for Fort Hays State University. Responses to each survey question are provided for all (Statewide) USS Employees and FHSU USS Employees. Responses are shown in tables and figures.

The Docking Institute's independent analysis shows the following:

- A larger percentage of FHSU USS Employees than Statewide USS Employees has worked at their university for 20 years or more.
- When asked to rank (from first to fourth) the importance of various items, "amount of pay or compensation" was ranked first among most respondents (82.3% of Statewide USS Employees and 79.1% of FHSU 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 12.1% among FHSU USS Employees. A smaller percentage of Statewide USS Employees (38.1%) than FHSU USS Employees (39.6%) ranked "recognition for work performed" second. A larger percentage of FHSU USS Employees (40.7%) than Statewide USS Employees (36.9%) ranked "additional incentives or perks" second.
- Regarding work appreciation, most respondents report that their "work is greatly appreciated" by their immediate supervisors and co-workers. A larger percentage of FHSU USS Employees (47.9%) than Statewide USS Employees (43.5%) report that their "work is greatly appreciated" by department heads.
- Regarding work morale, a smaller percentage of FHSU USS Employees (14.4%) than Statewide USS Employees (16.8%) rate their morale as "extremely positive." A larger percentage of FHSU USS Employees (58.8%) than Statewide USS Employees (51%) report that their morale has worsened "compared to two years ago." When asked why their morale has worsened, 50.9% of FHSU USS Employees and 43.6% of Statewide USS Employees report that "salary increases have not kept up with costs." Of those reporting that their morale improved, when asked why it had improved, 48.5% of FHSU USS Employees and 38.4% of Statewide USS Employees report that "the morale of those around me has improved."
- Similar percentages of Statewide USS Employees (31.9%) than FHSU USS Employees (32%) report that their wages are *at least* "somewhat reasonable."
- A larger percentage of FHSU USS Employees (51.5%) than Statewide USS Employees (41.6%) report having a second job. Of those without second jobs, 46.8% of FHSU USS Employees and 48.3% of Statewide USS Employees report "considering taking a second job." Of those with second jobs or considering taking second jobs, 44.4% and 45.7% (FHSU and Statewide, respectively) report that a second job will help them "provide better for their families."
- Of those with second jobs or considering taking second jobs, most (at least 50%) report that health insurance benefits, stable work, enjoyable work, and to maximize their retirement benefits are reasons to remain at the university.

- Regarding job satisfaction, almost 80% of FHSU USS Employees and Statewide USS Employees “agree” or “strongly agree” that they “enjoy the things they do at work.” About 80% of both groups “agree” or “strongly agree” that they are “sufficiently trained to complete their duties.” Almost 70% of both groups “agree” or “strongly agree” that they have “generally positive work environments.”
- Regarding important incentives or opportunities, majorities of FHSU USS and State USS Employees consider “improved healthcare benefits,” “flextime or flexible hours,” and “on-the-job training” as “extremely important” or “very important.”
- When asked about the value of health insurance, the single largest percentage of both groups rate it as “fair value and fair cost,” at 36% among Statewide USS Employees and 37.5% among FHSU USS Employees. The second largest percentage of both groups (34.7% and 33.3%, Statewide and FHSU, respectively) rate health insurance as “fair value at high cost.”
- Large percentages of both groups report that budget limitations have led to “increased duties” and “increased quantity of work.” More than half of FHSU USS Employees (55.4%) report that staff reductions have resulted from unfilled positions.
- A larger percentage of Statewide USS Employees (40.3%) than FHSU USS Employees (32%) 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 60.7% of FHSU USS Employees report that they are interested in other on-campus employment, and in response to a separate question, 90.9% and 90.3% (Statewide and FHSU, respectively) report being interested in off-campus employment.



## Findings

This section of the report provides percentage responses to each question in the survey. Questions were grouped by theme and do not necessarily follow the flow of the survey questions (see Appendix E). The tables and figures below show responses for Statewide USS Employees and FHSU USS Employees.

Table 1 shows that a larger percentage of FHSU USS Employees than Statewide USS Employees has worked at their university for 20 years or more.

**Table 1: Years of Employment**

	Statewide USS Employees		FHSU USS Employees	
	Freq.	Percent	Freq.	Percent
0-4 years	366	30.7	30	30.9
5-9 years	254	21.3	14	14.4
10-14 years	134	11.2	9	9.3
15-19 years	146	12.2	10	10.3
20 years or more	293	24.6	34	35.1
Total	1,193	100	97	100

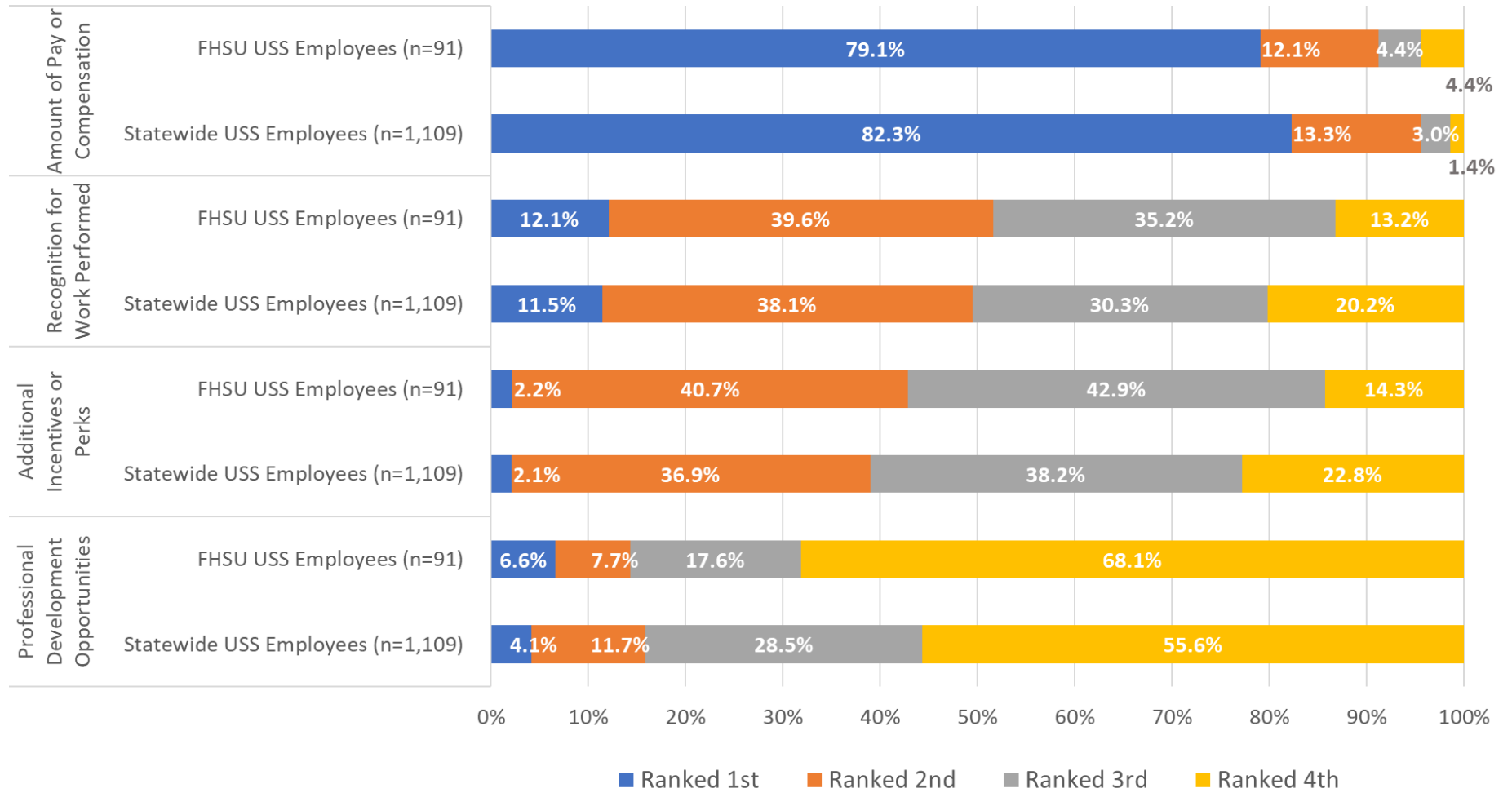
## Item Importance and Appreciation of Work Performance

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:

- Recognition for the work you perform
- Amount of pay or compensation
- Additional incentives or perks
- 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 79.1% of FHSU 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 12.1% among FHSU USS Employees. A smaller percentage of Statewide USS Employees (38.1%) than FHSU USS Employees (39.6%) ranked “recognition for work performed” second. A larger percentage of FHSU USS Employees (40.7%) 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, ranged 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 FHSU USS Employees.

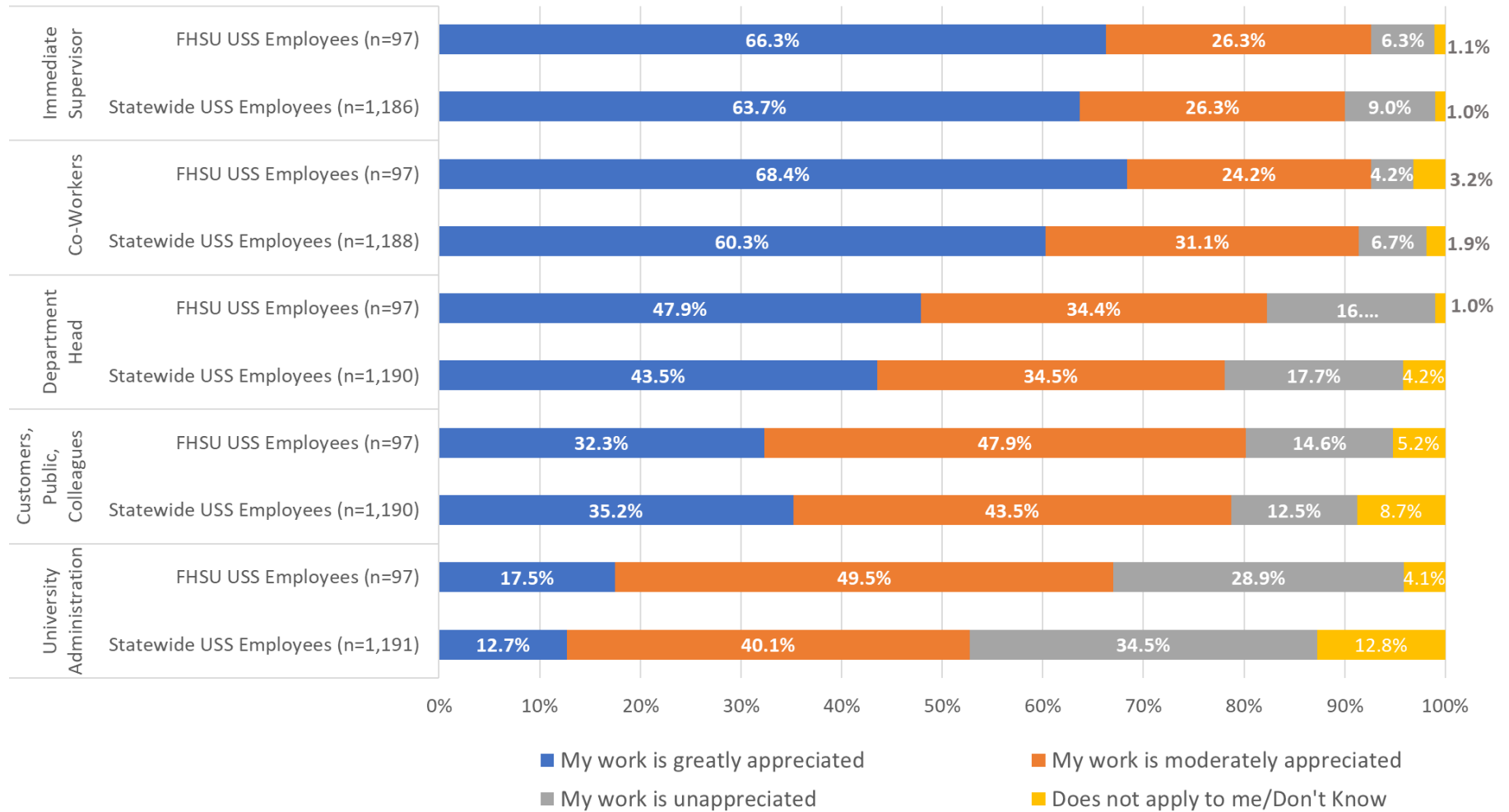
**Table 2: Additional High Importance Items (Categories)**

	Statewide USS Employees		FHSU USS Employees	
	Freq.	Percent	Freq.	Percent
Respect, to be included in decision-making, have autonomy	45	14.7	-	-
For pay/title/duties to correlate, valued/compensated for experience, cost of living pay increases	44	14.3	3	21.4
Opportunities for advancement, continuous learning, stability in employment	31	10.1	1	7.1
Better work-life balance, adequate time-off, appropriate workload	27	8.8	-	-
Doing meaningful work, mentoring opportunities, collaboration	26	8.5	4	28.6
Healthy workplace culture, inclusion, sense of belonging	24	7.8	1	7.1
Flexible work hours & shifts, four-day work week	22	7.2	1	7.1
Adequate staffing/funding/resources	21	6.8	1	7.1
Better/more extensive benefits package, tuition assistance, paid time-off, parking	21	6.8	1	7.1
More knowledgeable management, transparency, communication	17	5.5	1	7.1
More equity & fairness, better workplace safety	16	5.2	-	-
Opportunities for remote work, hybrid work	11	3.6	1	7.1
Other comment	2	0.7	-	-
<b>Total</b>	<b>307</b>	<b>100</b>	<b>14</b>	<b>100</b>

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-workers. A larger percentage of FHSU USS Employees (47.9%) than Statewide USS Employees (43.5%) report that their “work is greatly appreciated” by department heads.

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 a smaller percentage of FHSU USS Employees (14.4%) than Statewide USS Employees (16.8%) rate their morale as “extremely positive.” The single largest percentage of both groups rate their morale as “somewhat positive.”

Figure 3: Morale at Work

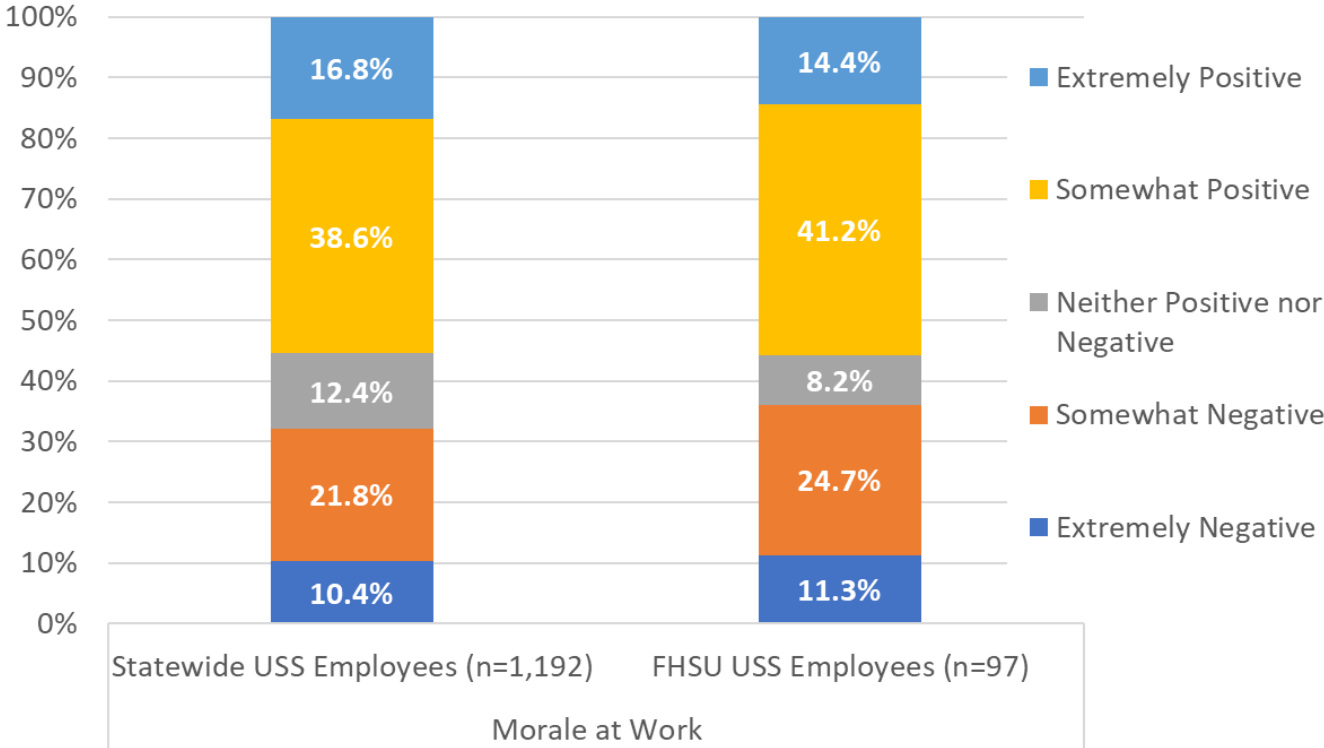
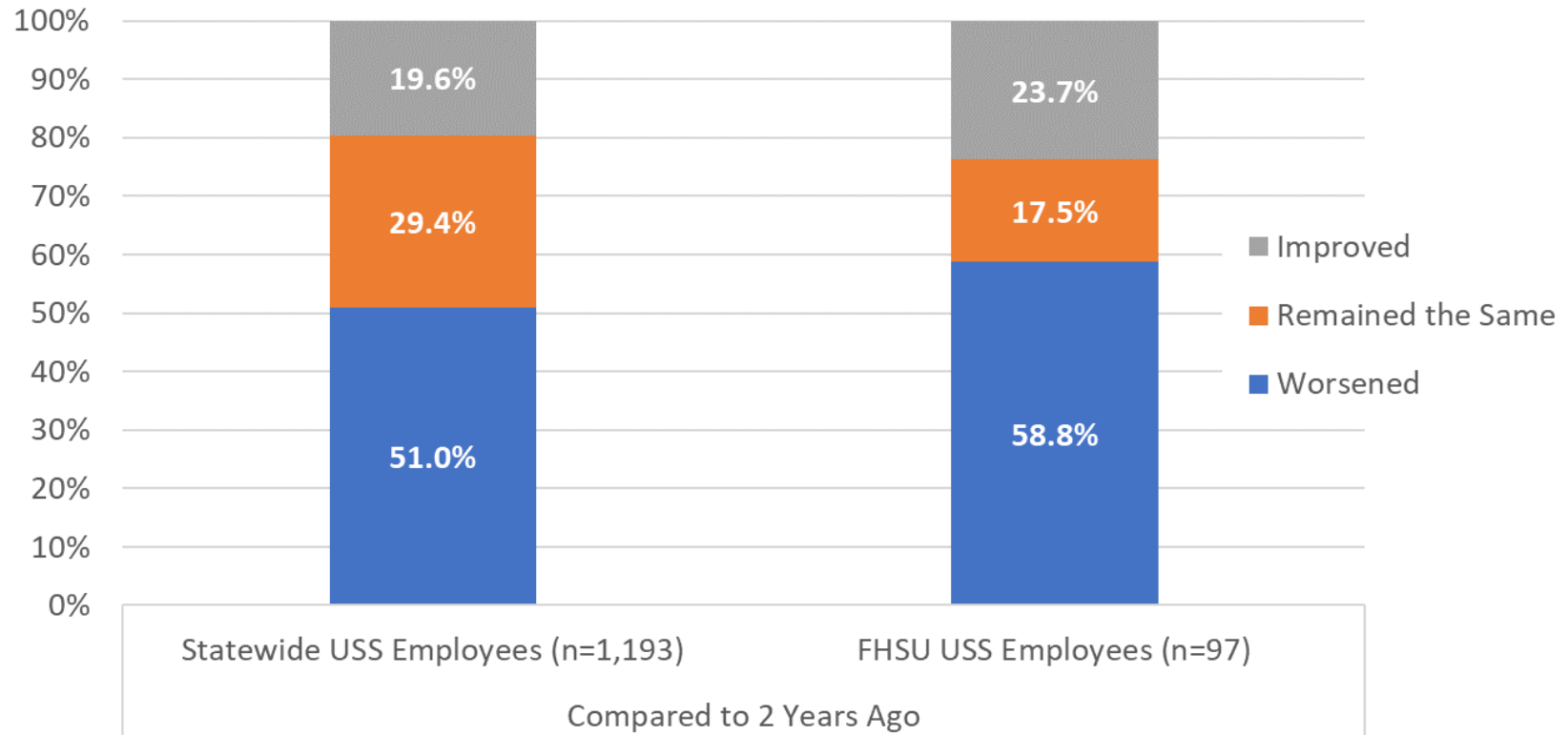


Figure 4 shows that a larger percentage of FHSU USS Employees (58.8%) than Statewide USS Employees (51%) report that their morale has worsened “compared to two years ago.”

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. Figure 5 shows that 50.9% of FHSU USS Employees and 43.6% of Statewide USS Employees report that “salary increases have not kept up with costs.” Figure 6 (next page) shows that, of those reporting that their morale has improved compared to two years ago, 48.5% of FHSU USS Employees and 38.4% of Statewide USS Employees report as a reason for this improvement that “the morale of those around me has improved.”

Figure 5: Why Morale Has Worsened

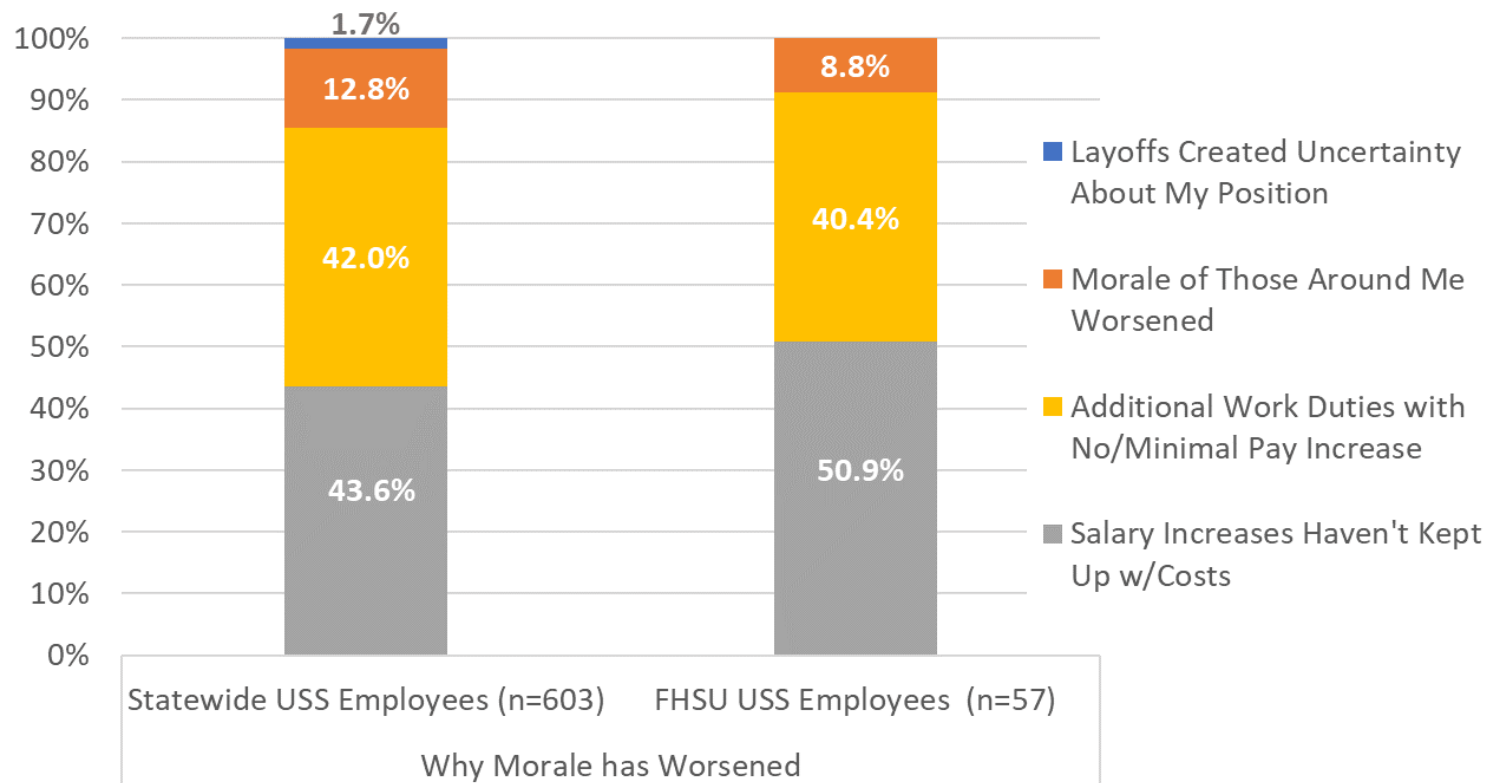
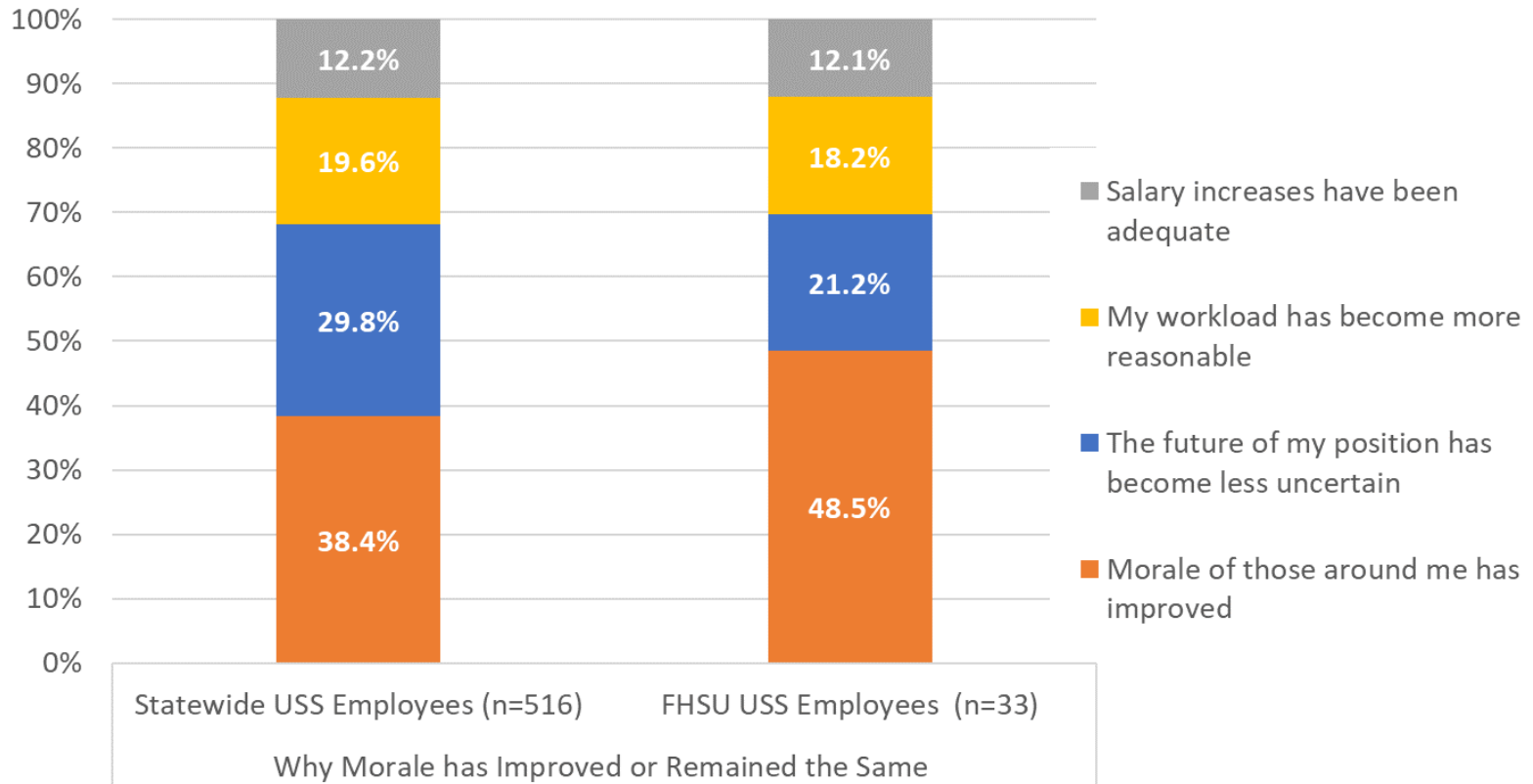


Figure 6: Why Morale has Improved or Remained the Same



## 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 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 a slightly smaller percentage of Statewide USS Employees (31.9%) than FHSU USS Employees (32%) report that their wages are *at least* “somewhat reasonable.”

**Figure 7: Perception of Current Wages**

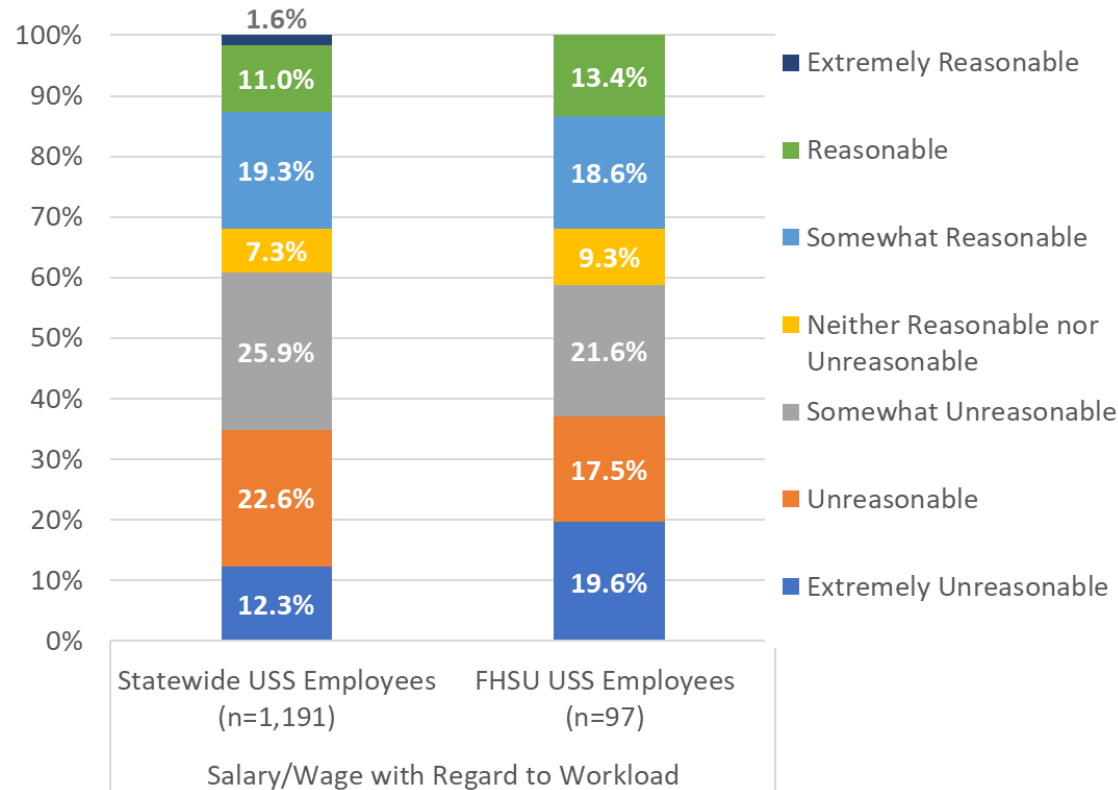
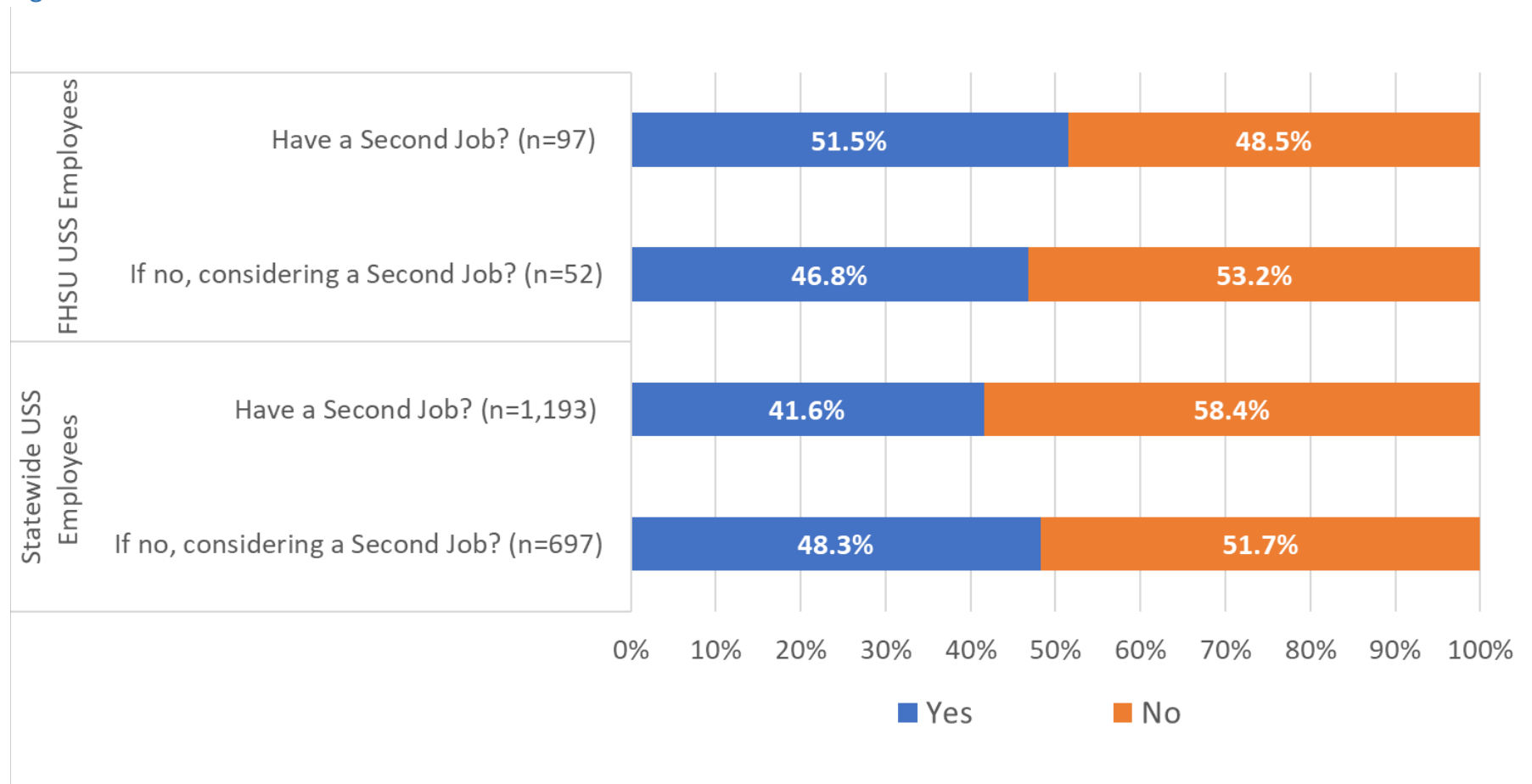


Figure 8 shows that a larger percentage of FHSU USS Employees (51.5%) than Statewide USS Employees (41.6%) report having a second job. Of those without second jobs, 46.8% of FHSU USS Employees and 48.3% of Statewide USS Employees report “considering taking a second job.”

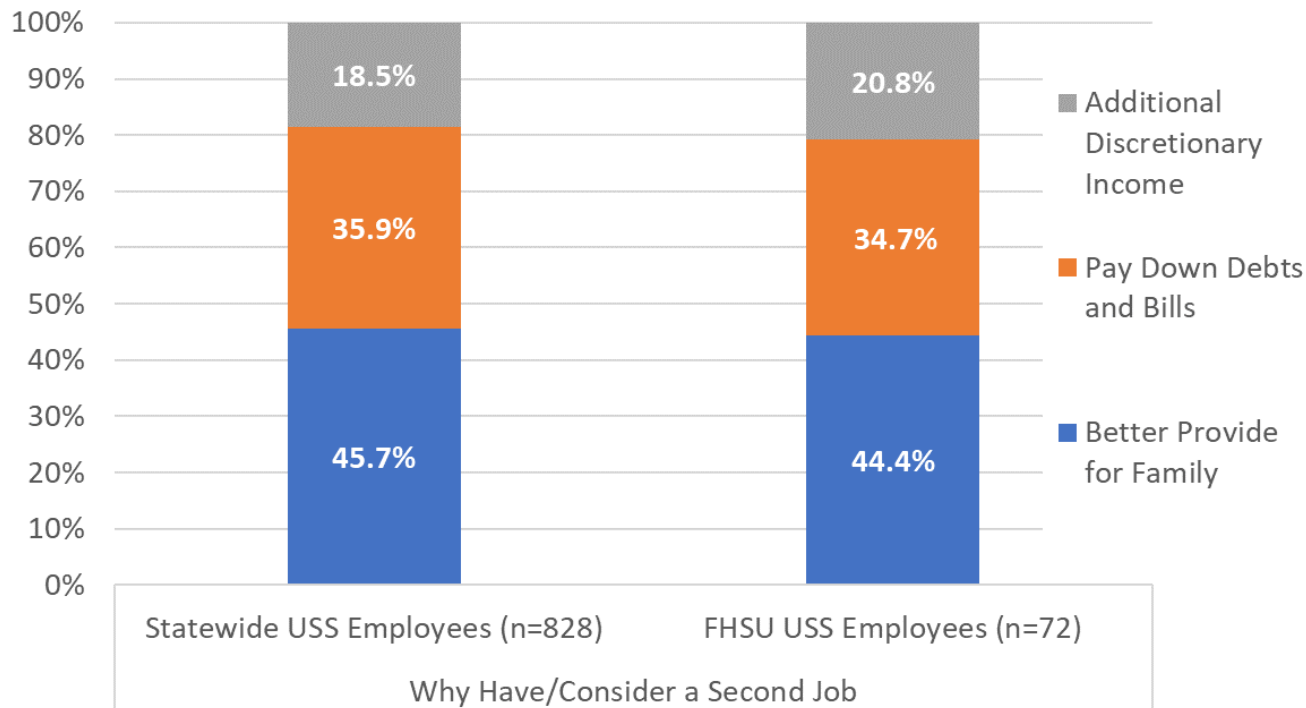
Figure 8: Have or Consider a Second Job or Other Income



Respondents with a second job or considering a second job (“yes” answers shown in Figure 8) were asked 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 shows that of those with second jobs or considering taking second jobs, 44.4% and 45.7% (FHSU 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



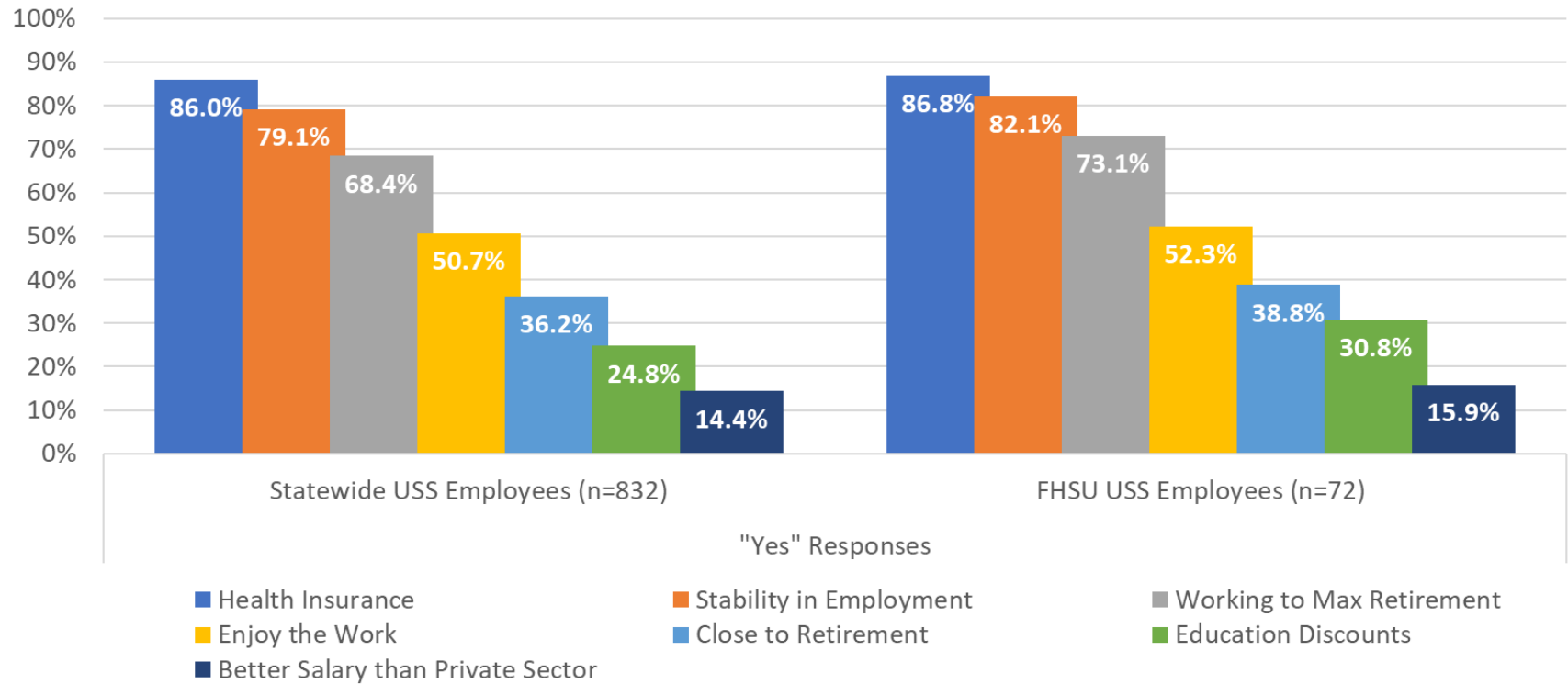
Respondents with a second job or considering a second job (“yes” answers shown in Figure 8) were asked the question “Regarding your job with the University, which of the following reasons have encouraged you to *remain employed* there?”

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
- 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, most (at least 50%) report that health insurance benefits, stable work, enjoyable work, and to maximize their retirement benefits are reasons to remain at the university.

Figure 10: Reasons for Continued University Employment



## 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:

- 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 and 11b (following pages) show responses to the statements above. Figure 11a shows that almost 80% of FHSU USS Employees and Statewide USS Employees “agree” or “strongly agree” that they “enjoy the things they do at work.” About 80% of both groups “agree” or “strongly agree” that they are “sufficiently trained to complete their duties.” Almost 70% of both groups “agree” or “strongly agree” that they have “generally positive work environments.”



Figure 11a: Job Satisfaction

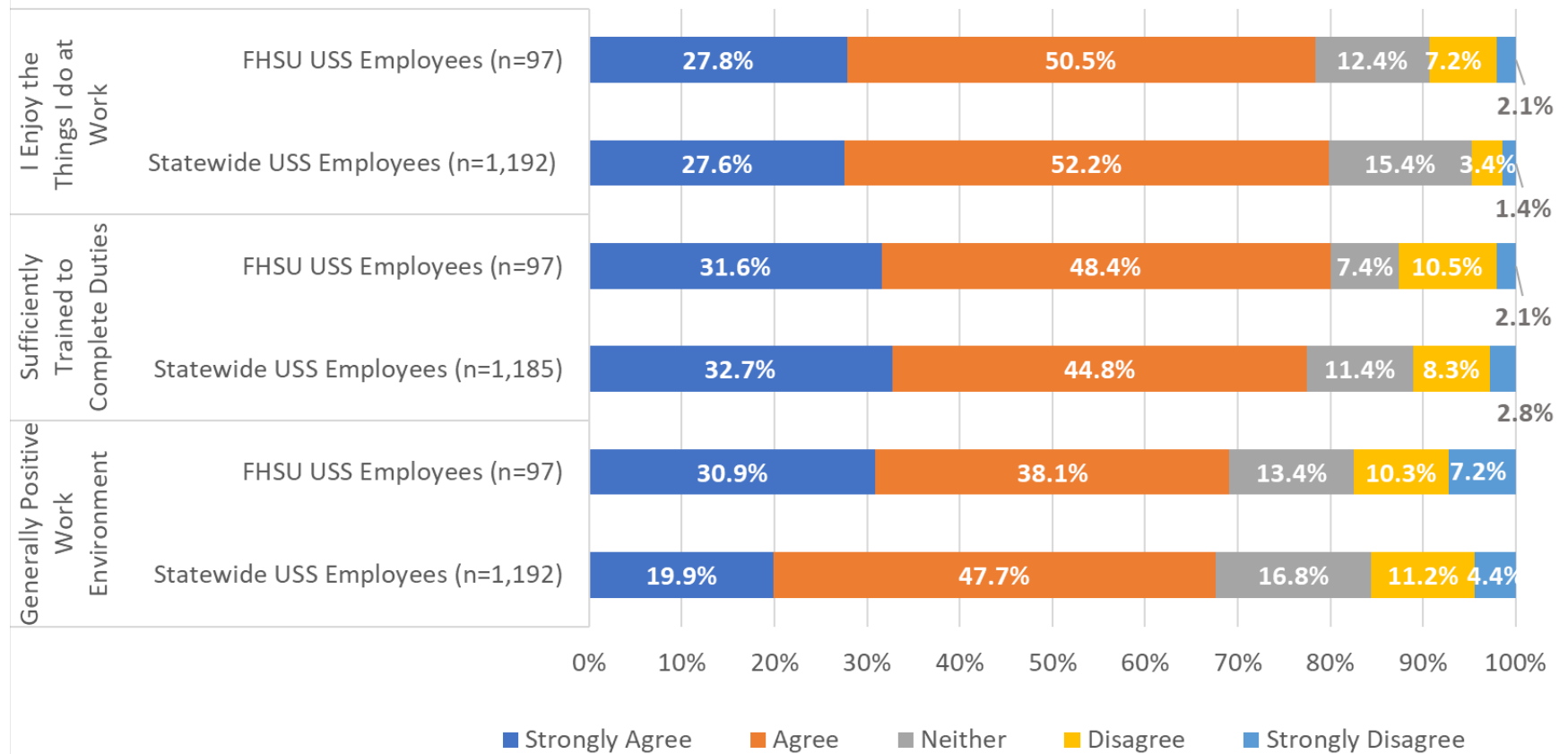
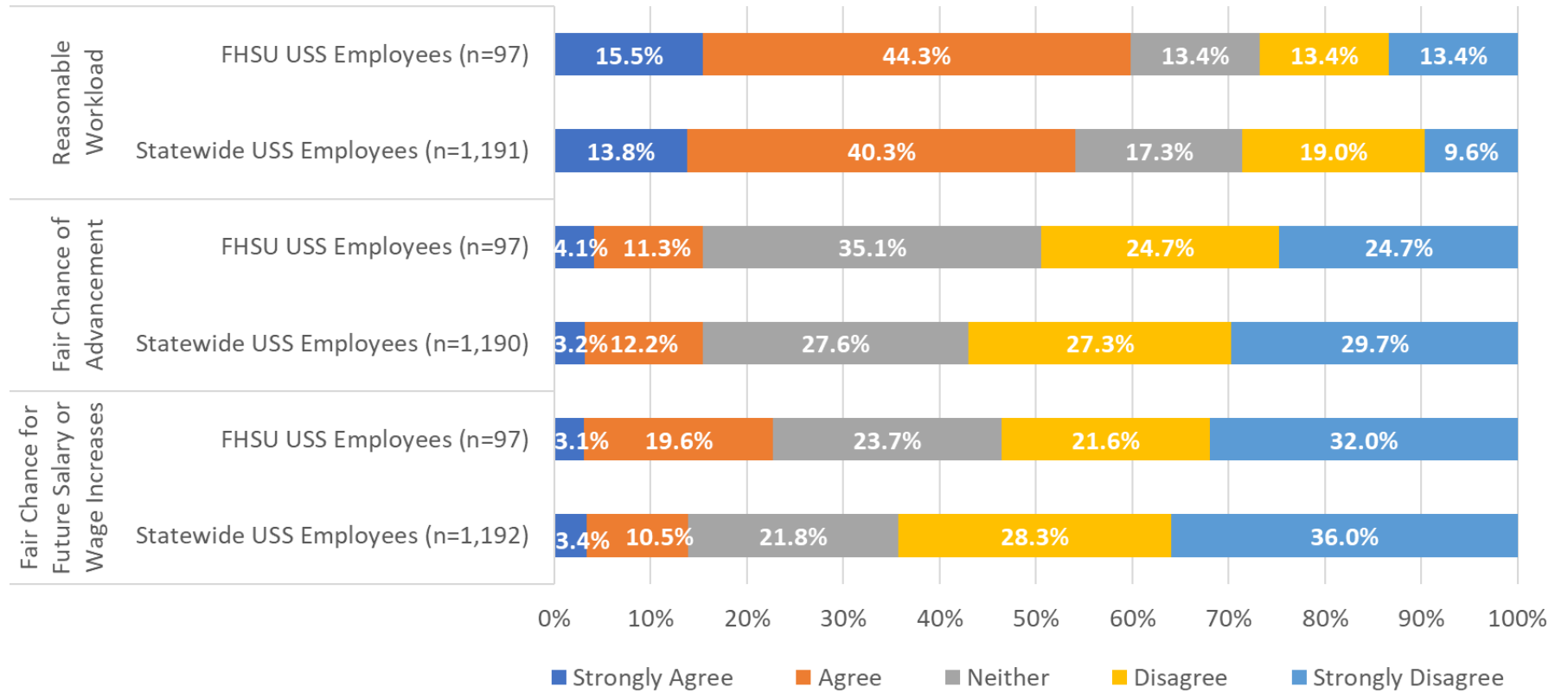


Figure 11b: Job Satisfaction (Continued)



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, ranked 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 FHSU USS Employees.

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

	Statewide USS Employees		FHSU USS Employees	
	Freq.	Percent	Freq.	Percent
We need raises to meet expenses	45	14.5	5	20.0
Pay equity should be addressed/Salary compression is unfair	43	13.9	6	24.0
Leadership and/or supervisors are unsupportive & hinder problem solving	42	13.5	3	12.0
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	28	9.0	1	4.0
I now have more than one position/have added duties with no/little support/compensation	21	6.8	1	4.0
Workplace biases, favoritism, cliques are problems on campus	21	6.8		-
Leadership and/or supervisors lack transparency/communication	20	6.5	3	12.0
We need cost of living increases	16	5.2		-
I lack resources/training/staff/support to perform my duties well	12	3.9	4	16.0
I enjoy my job/coworkers/supervisor/position	9	2.9		-
I benefit from/would benefit from remote/hybrid/flexible work	8	2.6		-
I am overqualified/should earn more given my skills and/or education	7	2.3	1	4.0
I feel the tuition assistance/parking/HR/PTO/holiday policies need modification	5	1.6		-
Other comment	5	1.6		-
Total	310	100	25	100

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:

- Flextime or flexible hours
- On-the-job training
- Childcare assistance (such as financial assistance or care at work)
- Improved healthcare benefits
- Tuition assistance for dependents attending another university
- Tuition assistance for dependents attending a nearby community college or technical school

Figures 12a and 12b (following pages) show responses to the statements above. Figure 12a shows that more than half of FHSU USS and State USS Employees consider “flextime or flexible hours,” “improved healthcare benefits,” and “on-the-job training” as at least “very important.”

The figures shows that majorities of FHSU USS and State USS Employees consider “improved healthcare benefits,” “flextime or flexible hours,” and “on-the-job training” as “extremely important” or “very important.”

Figure 12a: Incentives or Opportunities

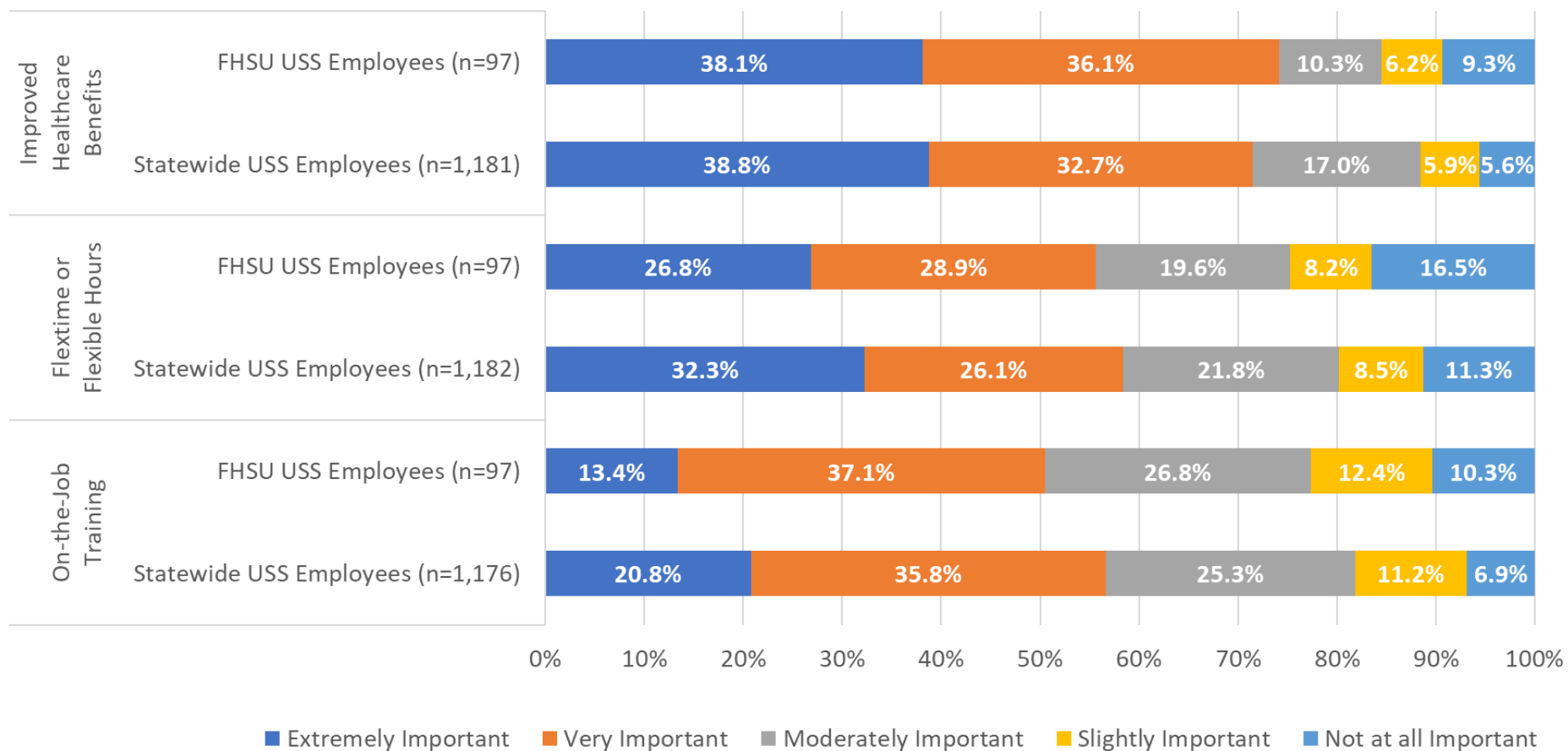
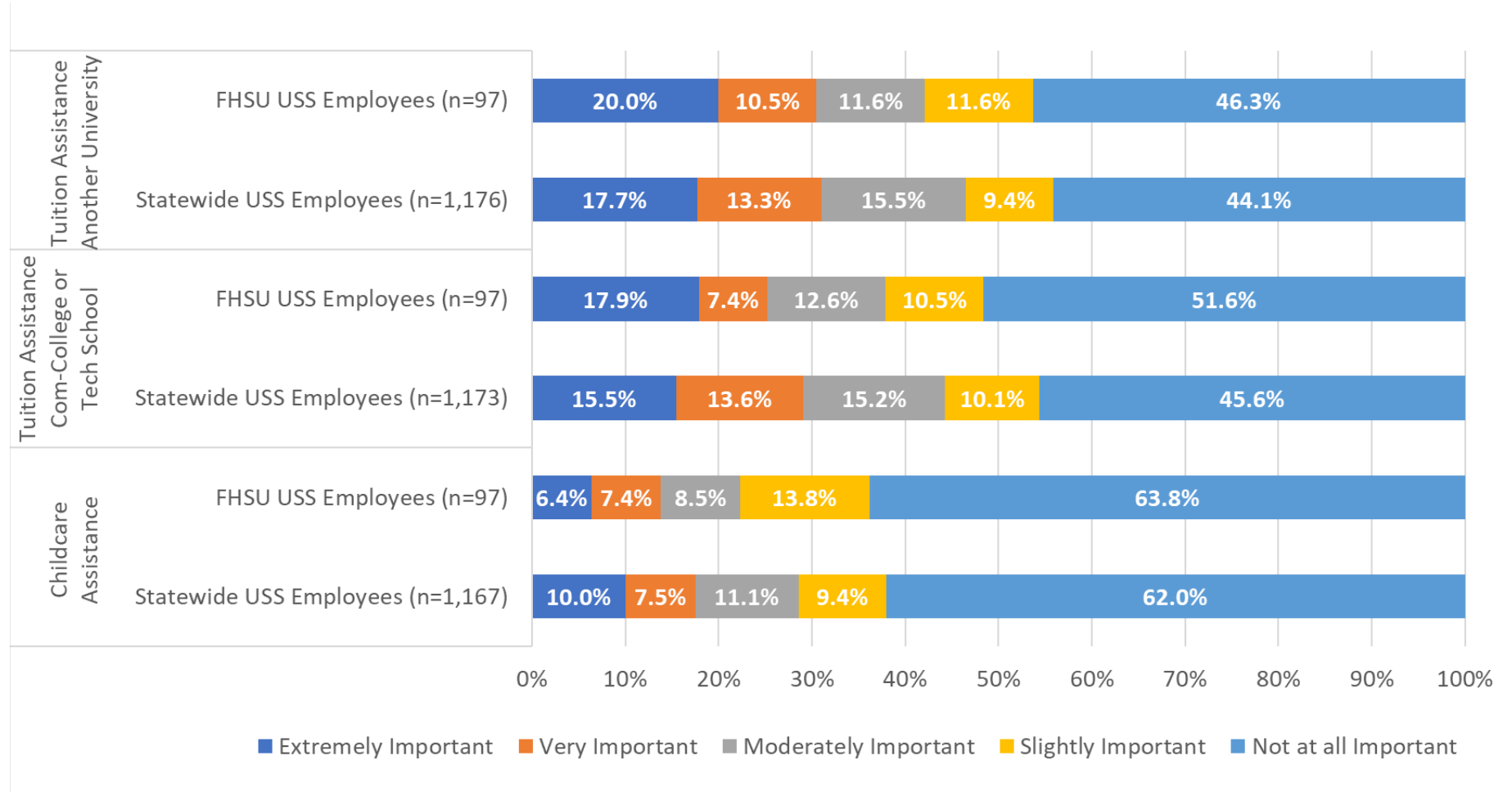


Figure 12b: Incentives or Opportunities (Continued)



Respondents were asked to provide another incentive or opportunity in a text box. Table 4 shows comments collapsed into 14 categories, ordered by Statewide USS Employees. (NOTE: Some respondents provided more than one item. The categories below show the first item listed.) Appendix C shows all responses from FHSU USS Employees.

**Table 4: Additional Incentives or Opportunities (Categories)**

	Statewide USS Employees		FHSU USS Employees	
	Freq.	Percent	Freq.	Percent
Remote work, hybrid work, equipment for remote work	46	17.9	4	22.2
Wage increases, livable wages, cost of living increases	40	15.6	2	11.1
Tuition assistance, more opportunities to receive/use tuition assistance	33	12.8		-
Merit pay, cost of living increases, longevity bonus	28	10.9	4	22.2
Free parking, access to pool, exercise & recreation facilities, gift cards	26	10.1	1	5.6
Improved primary, mental, dental benefits/coverage, more affordable	18	7.0	1	5.6
Adequate staffing/resources, improved work environment/management	16	6.2	1	5.6
Support for better work-life balance, appropriate workload, PTO, adequate time off	13	5.1	3	16.7
Flexible schedule/hours/days, four-day workweek	9	3.5		-
Support for/time off for professional development	8	3.1		-
Opportunities for advancement/merit and transparency about process	7	2.7		-
Childcare assistance, parental leave, dependent care, funeral leave	6	2.3		-
Improved retirement packages, retirement incentives	4	1.6	2	11.1
Other comment	3	1.2		-
<b>Total</b>	<b>257</b>	<b>100</b>	<b>18</b>	<b>100</b>

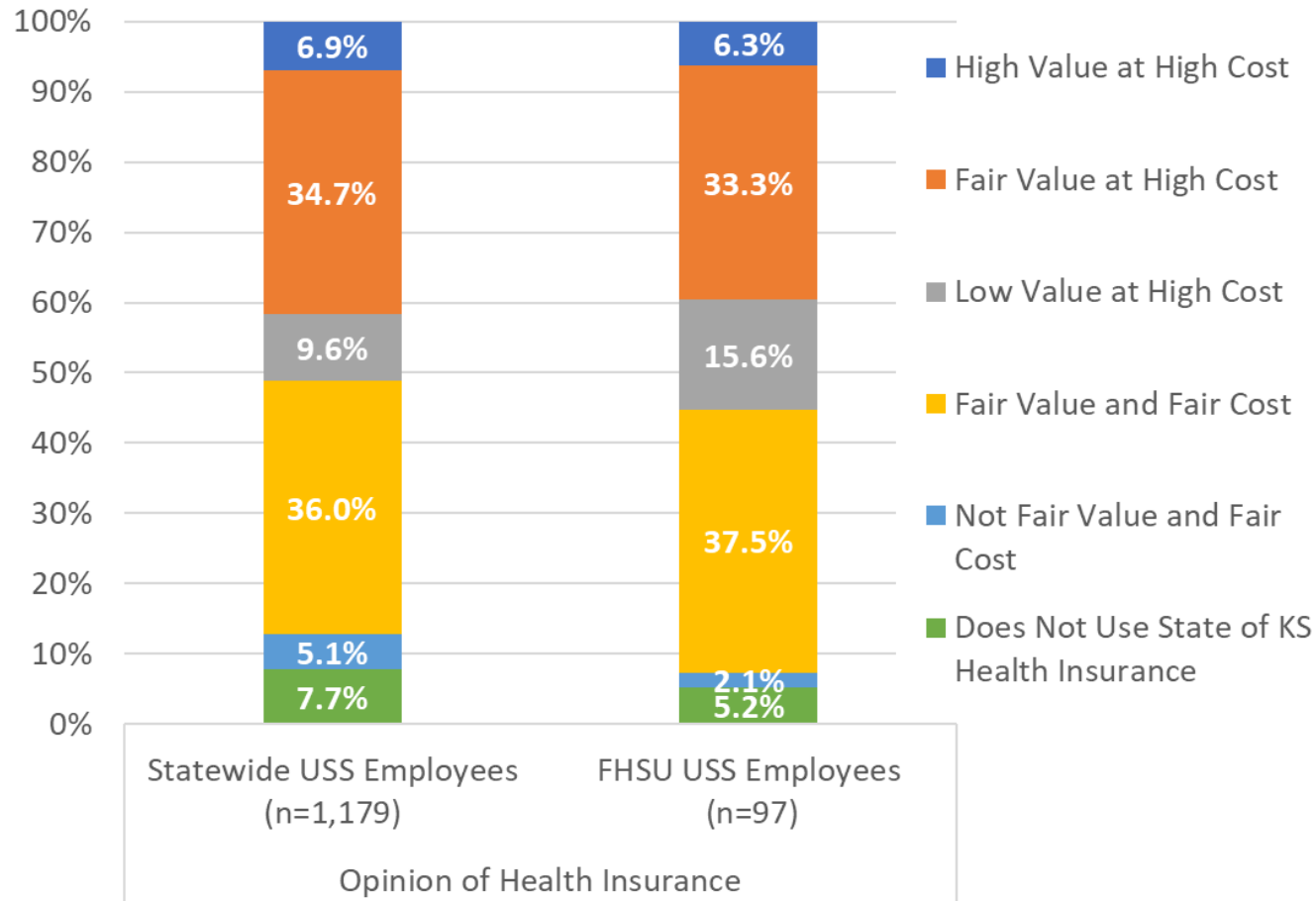
Respondents were next asked to respond to the statement “with regard to your health insurance through the State of Kansas, which of the following statements MOST applies to you.” The following items were provided:

- 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 the single largest percentage of both groups rate it as “fair value and fair cost,” at 36% among Statewide USS Employees and 37.5% among FHSU USS Employees. The second largest percentage of both groups (34.7% and 33.3%, Statewide and FHSU, respectively) rate health insurance as “fair value at high cost.”



Figure 13: Opinions about Health Insurance



## Budget Limitation Impacts

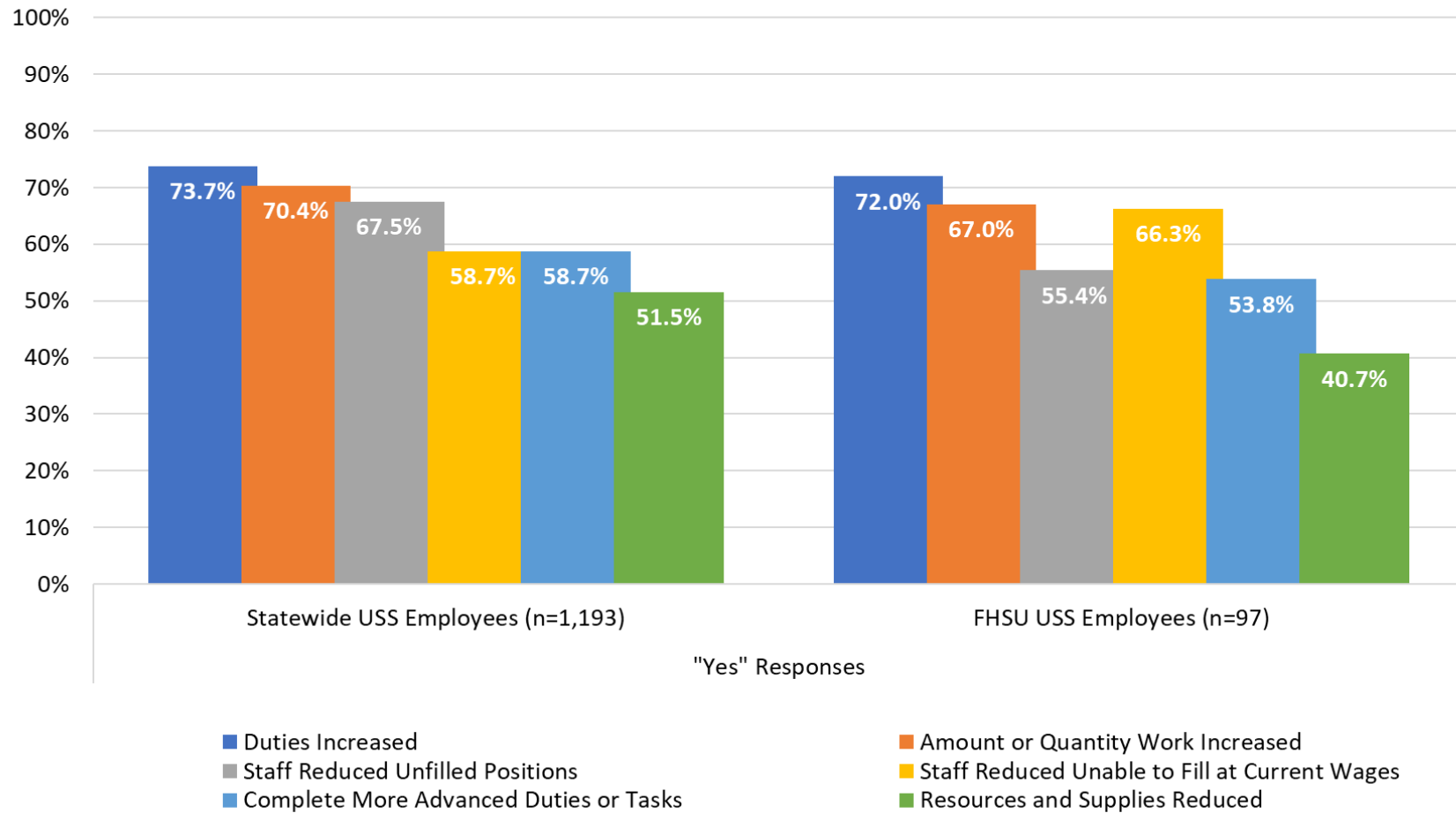
This section of the report addresses opinions about the impacts of budget limitations. Respondents were presented with the following question and statement: “Have budget limitations impacted your job? If so, please mark all the areas below that have been impacted by budget limitations.”

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 (next page) shows that a large percentage of both groups report that budget limitations have led to “increased duties” and “increased quantity of work.” More than half of FHSU USS Employees (55.4%) report that staff reductions have resulted from unfilled positions.

Figure 14: Opinions about Budget Limitation Impacts

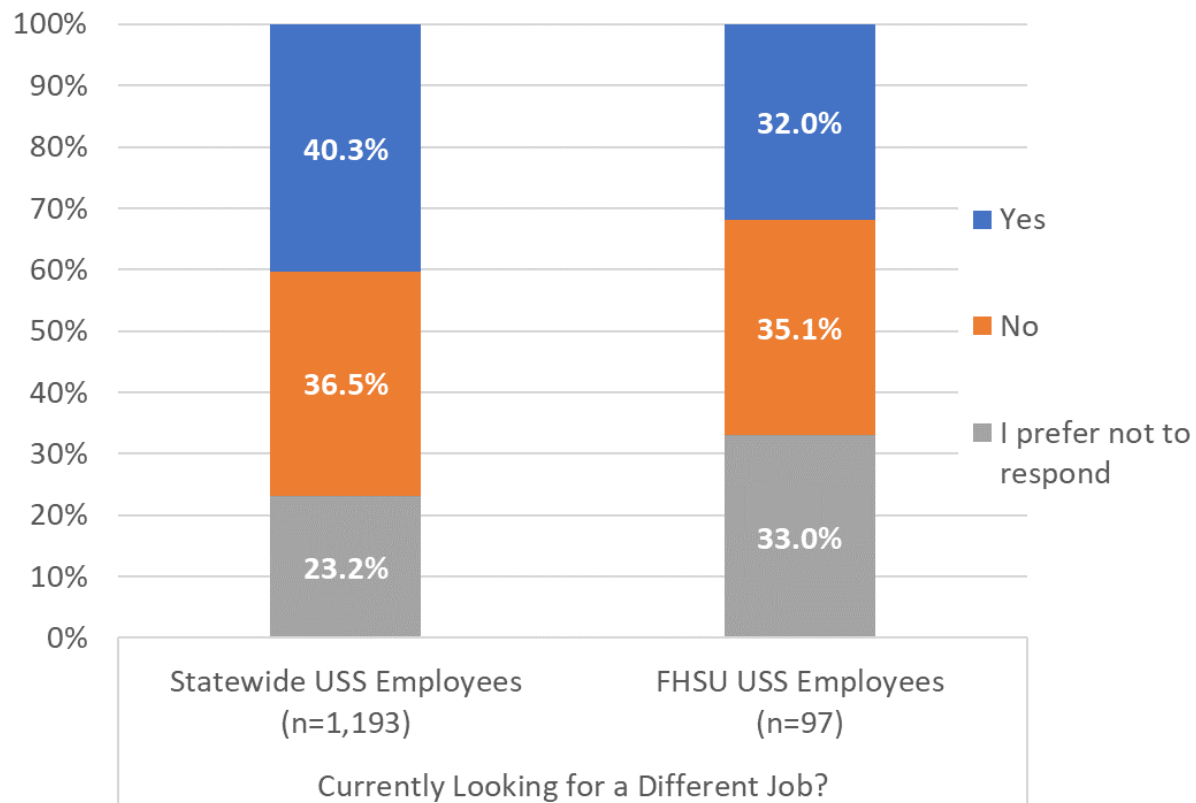


## Different Job

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 below shows that a larger percentage of Statewide USS Employees (40.3%) than FHSU USS Employees (32%) report looking for a different job within the past year or so. Noticeable percentages of both groups preferred not to respond.

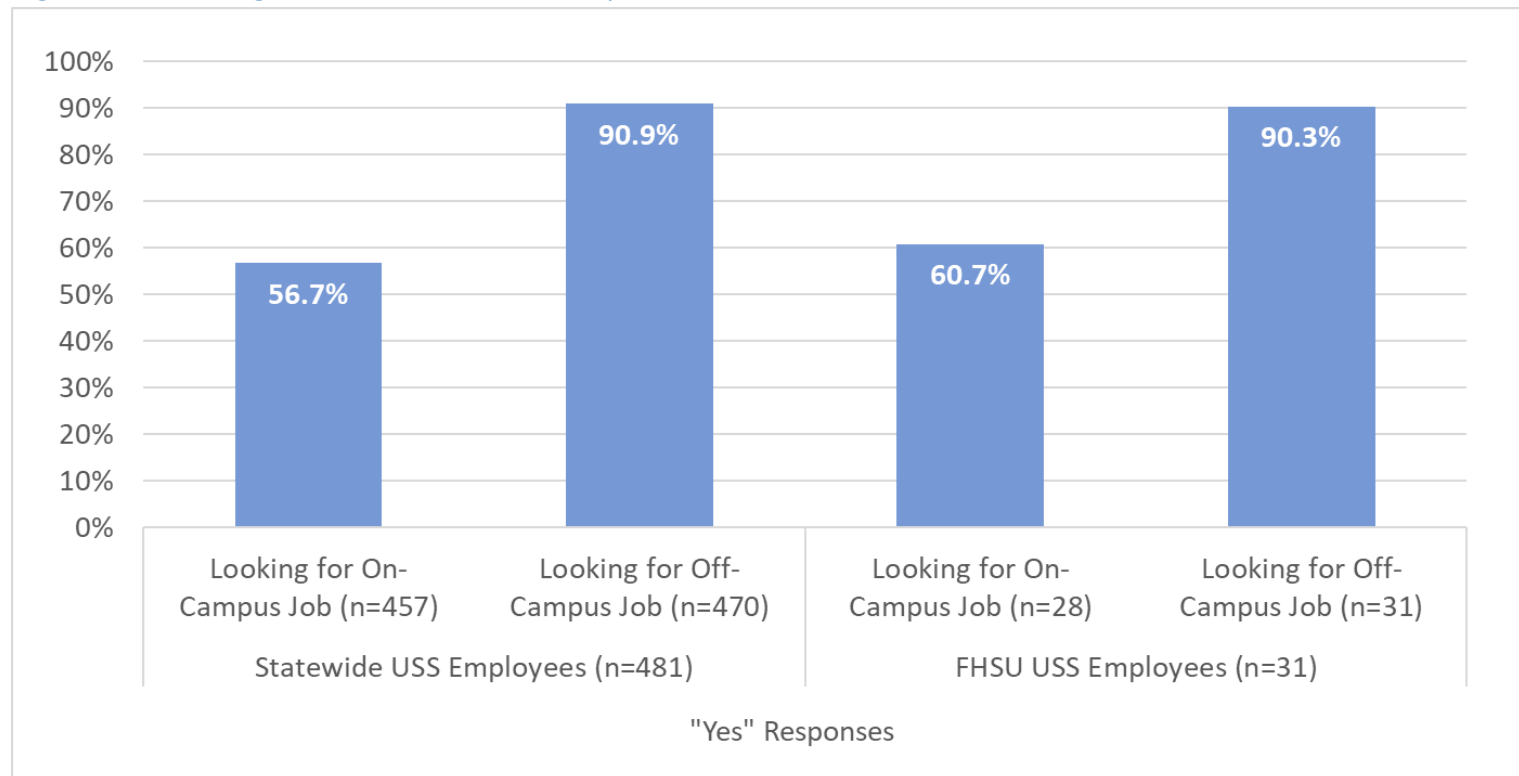
Figure 15: Looking for Different Job



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 shows that, of those looking for a different job, 56.7% of Statewide USS Employees and 60.7% of FHSU USS Employees report that they are interested in other on-campus employment, and in response to a separate question, 90.9% and 90.3% (Statewide and FHSU, 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, ordered by Statewide USS Employee. (NOTE: Many respondents provided more than one comment. The categories below show the first listed.) Appendix D shows all responses from FHSU USS Employees.

**Table 5: Additional Comments**

	Statewide USS Employees		FHSU USS Employees	
	Freq.	Percent	Freq.	Percent
Wage increases, wage equity, cost of living adjustments, merit pay, bonuses	78	23.9	5	18.5
Understaffed, under-resourced, overworked, and overloaded	50	15.3	1	3.7
Leadership/management unresponsive, unsupportive, untrusted, micromanage	40	12.2	6	22.2
Generalized frustration/low morale expressed	34	10.4	4	14.8
Tuition assistance, health insurance, childcare, parking	21	6.4	2	7.4
Wages should better match skills, output, and/or loyalty/longevity	18	5.5	4	14.8
Favorable comments about university employment, supervisor, coworkers	16	4.9	-	-
Considering retirement or new job	13	4.0	1	3.7
Opportunities for advancement are lacking	13	4.0	4	14.8
Top heavy administration, wage increases go to top. favoritism regarding departments	12	3.7	-	-
More flexibility in work hours and locations (remote/hybrid)	8	2.4	-	-
Pessimism expressed regarding the use of survey findings	8	2.4	-	-
Other comment	6	1.8	-	-
Positive comments about survey/participation	6	1.8	-	-
Critique of survey, recommendations for survey/analysis	4	1.2	-	-
Total	327	100	27	100

## Appendix A: Additional High Importance Items

- Pay. Pay is terrible. I could quit and go elsewhere and make much better money. It has been very tempting lately. I have been here 3 years with no raises. 2. Favoritism of the bosses is terrible. People can get away with murder and I can barely sneeze.
- Adequate staffing for departments
- Amount of pay or compensation Additional incentive or perks Professional development opportunities Recognition for the work you perform
- A credit system to allow my Children to go to any Regent Member Collage. Not just FHSU the college I am employed at.
- Co-workers that are on the same team
- Communication and support for new changes. Very lacking in the last few years. No direction or communication, just changes made without thinking fully though implementation or adjusting resources to help spread out the stress and additional load these changes have made on certain areas.
- Cooperative and positive team culture
- I would actually rank "Fulfillment"/"Meaning" or the ability to realize my full potential in my work as #1, above all others.
- Pleasant Work Environment
- Positive and encouraging workplace and working well with colleagues.
- Positive productive and flexible work environment
- Properly compensated for callback and/or stand by work. Pay should be more than MINIMUM federal standards.
- The opportunity to work remotely occasionally would be nice - not full time remotely but occasionally should the need arise.
- We seem to have a lot of turnovers of our support staff and faculty. That is a huge concern to me. I don't know what the answer is but we must find a solution to keep our employees here at FHSU. I fear we will lose more employees with the additional workload placed upon them due to unfilled positions and lack of funding. We have always persevered here at FHSU and I hope we can get through this as well.

## Appendix B: Additional Job Satisfaction Items/Issues

- EXTREMELY low pay for the work I am required to do. NO incentive to work harder or go above and beyond. I am not compensated for my hard work!
- Getting to use earned/accrued Paid Time Off such as Vacation is made difficult or next to impossible
- I am the only hourly worker in my office and the only USS classified staff so my hourly increase is not determined in the same manner as my colleagues. I often assume that any increase I am offered is all that can be offered to my position and there is not an option for negotiation. This is not a poor reflection on my supervisors or department but rather frustration I can feel in the different ways different classified positions are given raises based on state legislature.
- I feel all upper management doesn't acknowledge the work that my crew and I go above and beyond to complete. Also, the residential department works way harder than the academic department in my field of employment and this goes unrecognized by many.
- I have been here [many] years in August at Fort Hays state I'm making \$13.50 an hour and the new people are getting hired there getting almost that and I have to have a second job just to make it everything is going up in price and are wages are not and were doing more work because there not hiring people in their jobs.
- I have to determine my success, there are not clear expectations outlined nor measures in place to maintain accountability.
- I have worked here over [many] years and my pay has gone up only \$1.70. When we voted to the UPS system Fort Hays told us everybody's pay would go up together. They LIED. Faculty pay goes up at least 1% every year regardless of enrollment numbers. Us lower paid people are denied pay increases because of enrollment numbers. They have cut staff positions this year because of low enrollment, saving around \$150,000 and yet at the same time have added new higher paying positions in Registers office and other places.
- I make hardly any money here compared to other companies in our area for the work that I do. We don't have enough people in our department because they won't fill the positions of the people that left so now we are doing the work of 2-3 times more the work and we are falling behind. They also expect the campus to look the same with less people. If they want to keep their employees, they better do something to help them out or they will be losing a lot of hard-working employees that do their best. I know a lot of people are keeping their eyes open for other jobs because it's becoming very stressful.
- I think the University needs to try to get the wages up out here. Starting wage for a custodian is \$12.32. That is below poverty level if they have a wife and child.
- I would absolutely continue loving my job if it weren't for the implementation of Workday. It has added increased work, forms, and frustration. It is also frustrating that a department was brought into my department; same workload as one department, but double duty (two schedules, double reports, two budgets, etc.) with an additional five extra faculty but no additional compensation.



- If I was to take a job in my field elsewhere, I would make close to 2x the pay I currently get now.
- INCREASE PAY. Staff members do more work than anyone and yet barely get paid anything. I have been here for [many] years with no pay increase. I could go to Walmart and make \$16 an hour. I have been considering it in all honesty. Only thing keeping me here is the consistent hours. I have to have to jobs because FHSU won't pay me better. I am with more.
- It is very difficult some days to observe the disparity in salary between starting and those of us who have been dedicated employees for years, with experience and organizational knowledge. For example, my current salary is less than someone who is just coming in at starting level, and until recently per hour I actually made less than as [graduate teaching or research assistant]. Also, the disparity in work responsibilities, some of us can barely get things done in a day while others sit and write personal cards and knit just to keep the chairs warm.
- Lack of student workers
- Limited or no training provided in most areas/ positions. Without up-to-date resources and limited assistance from others as no position is granted training with current employee. Things are being missed on a massive level; we will feel this with all the early retirements. I suggest manuals for positions such as admin and generalized basic workings would be a huge benefit to all areas across campus.
- Need more Workday training. Need position updates due to the increased Workday work. Need a crew to clean up transcripts (new and that came over on conversion) so everyone can be on the same page.
- Salaries here do not keep up with the market. Raises are few and far between. Cost of living is constantly going up.
- Since we became FHSU employees instead of State of Kansas employees we have only received one raise better than the state of Kansas employees. Basically it is what I expected, we fit into the FHSU employee model when benefits the University and fit into State of Kansas employees model when it benefits the University. When you take 4-5 years to implement a pay structure to catch people up to market, the people never truly catch up to market rates.
- Starting wages too low; we cannot get good people to apply.
- STRONGLY disagree/don't like with Workday. I feel we should nix it, take the loss and find something else. Disappointed in it. If I could afford health insurance and if I were a bit older, I would not be here. One of the main reasons is because of Workday! The morale in my department is very bad. Several faculty members are bullies to the rest of us.
- The lack of recognition and appreciation from our immediate superiors to the President really hurts the morale of our associates. For the past two years we were the only department that remained on campus during the shutdown with no show of appreciation nor any noticeable recognition from anyone that showed we mattered. Everyone else remained home and safe while able to be paid and accrue vacation and sick time. We have no one to not only take our concerns to but will listen with fairness and take appropriate action. I, for one, am saddened to see the decline in fairness and appreciation towards us as a department. I feel that [our department members] are the lowest people on Fort Hays totem pole.

- The supervisors in my department do not address complaints when made. My opinion they are poor supervisors and department manager included. The department manager does not stay involved on knowing the names of people working in the department.
- There is no consistency in terms of HR and how positions are filled. One department can have an open position and just 'slide' whomever they pick into that position without even having to post it, but other departments are required to follow the policies by the book. Same thing goes for raises and job reclassifications. If the right person, (such as the HR Director), want one of the positions in her office to receive higher pay they magically get reclassified without anything about the job changing. While other offices that want a position reclassified are shot down. I have been here over [many] years and it is ALL about who you are and who you work for. And they think people don't know and see that these things go one, but we do know and it is very deflating as an employee.
- Wage increases should be determined by the work a person does and the fact that they get their projects done on time.
- Workday! It is very hard to learn and then relearn and then adjust to new interfacing on a regular basis. Just when you get used to doing different tasks, things change. This makes me second guess myself a lot of the time. Workday has really been difficult, and I do hear a lot of students unhappy with it. I was helping a student regarding a charge on her account, so we called one office, who then told us to call another office, who then transferred us to another office, then was told to call the office that we started with originally. I apologized to the student as she was frustrated because she didn't know how to get that task removed without paying more to her account. I do have faith that we are getting close to working out all of the issues with Workday and that things will start to run more smoothly. "Life is not a smooth road! The bumps and hills (highs and lows) makes the ride more fun!"

## Appendix C: Additional Incentives or Opportunities

- Ability to be able to use vacation time and not lose it.
- Ability to work remotely.
- Being a long-time employee, it would be nice to see a bonus or some sort of financial reward for staying with the institution for a considerable length of time and having positive/exemplary supervisor reviews.
- Bosses being understanding about needing time off is awesome about this place. Not much else is. Increase the pay. So many of your workers have to have 2 jobs. Do better FHSU.
- Free admission to university events. More breaks.
- Granted a personal day for appreciation of our work. (We had that and that was a real morale booster!) Also granted extra leave time during winter break. These really felt like the administration appreciated our work!
- I would say that a big focus on employee benefits has always been healthcare for me. I know that the healthcare system in America is convoluted and wildly complicated and that it isn't just one group's fault but the deductible and out-of-pocket maximum options we have are still a significant financial burden if I or one of my children end up in the hospital.
- If another voluntary retirement incentive WITH PAID HEALTH CARE, would come up, I might consider it. Of course, more than one year's worth.
- Increased retirement contributions from the University. Increased visibility into leadership roles.
- It would be great IF they kept up with the pay around the area PLUS cost-of-living increases. With the rise of inflation and gasoline prices AND voting on a new school bond. HOW CAN ANYONE AFFORD TO PAY FOR ANY EXTRAS at the rate of pay we are getting. It's great that they give us a one-time bonus occasionally, however, it would be nice if it was added into our base pay.
- It would be nice to receive a yearly bonus around the holidays to help workers out. There has never been a financial bonus for state employees since I've been here.
- More/better pay and opportunity for merit raises.
- My children are grown adults now and we really appreciated the Tuition Assistance. I do hope that we see some pay raises due to the cost of living.
- Remote work options
- Remote working capabilities for those that don't have a need to be on campus. This is the way of the times, without a salary increase this is the best way to keep employees, provide flexibility and give a benefit what could allow you to keep great workers. IE most of IT staff/employees have taken remote jobs paying 2-3 times more than they made here. Admins are also a good remote working position which we have seen a huge turnover from. Pay your people a living wage.

- Safety in the workplace. Academic Buildings do not have first aid kits or eye wash areas. As a maintenance worker, I have needed both while working in the buildings. University Safety Dept says it is not needed in those buildings.
- The ability to work from home. Some offices on campus service the student body directly, but I work in an office that has virtually no foot traffic and we do not directly service students. When we had to work from home, we found it to be much for efficient and never once did anyone experience a lapse in service from our office. Also, on our campus the rule is supposed to be no one works from home unless you have official approval through HR. Only 3 people have obtained official approval; however, managers all across campus are allowing their employees to work from home and basically do what they want. This, in itself, is causing a lot of animosity amongst employees across campus.

## Appendix D: Additional Comments

- As a FHSU graduate who took out student loans to attend college, I'm not at all pleased with the wages/benefits and advancement opportunities the university has to offer. Also not satisfied with the conflict resolution provided by HR between employees and supervisors.
- As far as the morale questions, I think overall, the morale on campus is low. When I first started working here, it felt like we were one big family and friendly to one another. With the strain of COVID and the conversion to Workday, we are stretched to the limit.
- I can only hope that our responses to this survey will be heard and taken seriously. Since the shutdown two years ago the morale of our department has dropped considerably. The lack of new hires has put an incredible strain on those of us that have remained and continue to work with the increased workload with no relief in sight. Sure, we have benefit and educational incentives, but what does Fort Hays offer as a morale insensitive? Nothing. I dread every day going into work knowing that I will the same level of increased stress and workload and no one from our higher up cares. So, what is really the point of filling this out when my words will fall on deaf ears.
- I feel as if any comments made would fall upon deaf ears, as in the past. "Times are hard", and we are asked to run a department with a "do more with less" attitude, while we have to sit back and watch money being spent on silly projects or certain people/positions getting pay increases. It's like the people up top don't realize that we see/hear things from these very same individuals' getting these raises that have sworn to secrecy "bragging about their advancement."
- I feel that working almost [many] years and with no raises I will not even make \$14 dollars an hour when I retire.
- I make hardly any money here compared to other companies in our area for the work that I do. We don't have enough people in our department because they won't fill the positions of the people that left so now, we are doing the work of 2-3 times more the work and we are falling behind. They also expect the campus to look the same with less people. If they want to keep their employees, they better do something to help them out or they will be losing a lot of hard-working employees that do their best. I know a lot of people are keeping their eyes open for other jobs because it is becoming very stressful.
- I remember when I came to work here, FHSU was THE place to work for good pay and excellent benefits and retirement. As time has gone on, the raises have been few. FHSU has also got rid of the step increases which hurt and also the longevity bonuses. You can hear from people around town and also in the number of applicants that FHSU is not as good of a choice for employment as it used to be. I'm hoping that changes at some point. The retirement plan for new workers seems less also since the new employees don't have the same KPERS as I was able to get. It just seems the financial part of working here has gone backwards, unless you are in an upper administration position. That is just my point of view.

- I was definitely happier when I was a salaried employee. I have no problems coming in early or staying late to accomplish tasks, but that is looked down upon since I am an hourly employee. On the question of why morale is so low it would be nice to have an option to type a comment in or an option to choose all of the above.
- I would like FHSU to explore the possibility of better health insurance than what is offered by the state of Kansas. In other words, create your own insurance policies.
- I would like to let you know that [my co-worker] was constantly rude. No one wants to go to work and be criticized and belittled every day. I dealt with a lot of negativity and was near a nervous breakdown. HR was unable to help, but I searched for a different job. I now work in [redacted]. It is such a nice change and positive environment. Good Supervisors much happier here do not miss the drama. Thank you for doing this Survey.
- I'm hoping all of us can get a raise and the faculty I heard got one that would help a lot of people.
- In general, I feel like my co-workers and I are willing to take on more work and more complex work tasks.....but this is extremely difficult to justify anymore with the complete lack of pay increases. No compensation for additional duties OR for cost of living. This is getting more difficult by the day. ANY help would be so greatly appreciated.
- Increased visibility of University leadership's plans is imperative, morale is being hindered by a lack of transparency and trust. Lead more by "walking around" vs objectively looking at trends/data. Leadership is a people exercise not mathematical problem. Let the trends/data serve as talking points for the conversations that need to be had.
- It saddens me that USS and lower end UPS employees get cheated on salary. Faculty starting wages have gone up tremendously. Faculty starting salaries have gone up over \$10,000 plus
- I've had a few chances of moving to another department, but now people have to have a degree to be considered. I've been here [many] years and am limited to moving.
- Laborers at the university are treated poorly by the university administration. They do not know the type of work we do. We are treated as expendable. Staff have been told by administration- If you don't like it you're free to find another job, instead of resolving problems. The individual in charge of our department is never on Campus. Other people in the department also don't know where he is either. Does not know any lower-level employees in dept, other department managers know our employees better. Our manager does not stand up for his employees. I am not bitter or angry about working here, but my comments are descriptions of festering problems at the university that go unaddressed due to neglect of the staff.
- Make decisions based in reality, and not based in the utopian world that will never exist. Ignorance is bliss, and many seem to be blissfully ignorant. What has been lost is the ability to hold those accountable for their actions. Just because it is someone's job or responsibility does not make it the responsibility of others to be irresponsible.
- My pay doesn't reflect the current market value of someone with my skills & abilities.

- On the res life custodial end I feel we have been completely overlooked and severely under appreciated. We were one of but a few departments who were required to work in the beginning of the pandemic while everyone else was sent home to stay safe. They were not only able to stay home, but received pay, and accrued benefits during their time off, while we who remained had to use either sick/vacation pay if we needed off. I understand we are considered essential, but we are not appreciated.
- Over the [many] years I have worked at FHSU, it used to be a GREAT place to work. The comradery amongst employees was wonderful. I feel that we now are at an all-time low in terms of employee morale. Administration is quick to blame it on the economic climate and the things going on in the world, but I feel like they use that as a scape goat. They claim they want to listen and care, but you never see any changes happen. If you are an employee lucky enough to have a manger that doesn't follow rules, you tend to get a lot of perks like working from home, making up your hours, etc. But those of us who work for managers that are rule followers, we are forced to follow every policy to a T and never get any wiggle room for perks. This lack of consistency is what creates hard feelings. I think the President needs to do a better job of making sure all the Deans and VP's that report to her are running their divisions enforcing university policies consistently to make sure all employees are being treated equal.
- Please, please, please listen to your employees when they say Workday is causing more work and more headaches for everyone. We need to all get on the same page again- advisors, departments, degree analysts, everyone. No one knows what their "new role" in Workday is. Need more degree analysts to keep up with all the new advisors. Need more auditors to help fix transcripts. Need more positions to help with the new WD processes. Need more direction. Everyone is stressed and overworked due to Workday, but we do not know who to address our problems to, as there is no one to fix them. Morale is at an all-time low at FHSU - let's turn it around to where it used to be.
- Residential life needs 2 new supervisors, but they seem to want to fill those positions. Thank you for listening.
- The biggest issue with this job is the pay it is not even close to being up to the wages you can make up town. So, we are losing good people and can't find replacements for the open positions with the starting wages so low. Also, the job classifications are a joke don't know where they came from, but are people in our department do a lot more than what there classification states and not receiving the money. to me it sure looks like if you're not up at the top you're not worth the money. but without us this place wouldn't run!!
- The starting wages are way too low in this department which is why we have a hard time finding full time and student help. Campus keeps growing but employment is down which puts more stress and workload on us. Most of us have second jobs to help provide for the family and just to pay bills. Our job classification doesn't match what we actually do. We run heavy equipment and get paid like students should. The Higher ups want campus to look good, but we have work orders to do that take hours on hours away from grounds work. We work in extreme weather condition hot and cold and take home the same as people in the ac and heat. Campus spends money in area that's not necessary and should be putting it into necessary areas. NEED MORE HELP AND ALOT BETTER WAGES!

- They need to increase the pay of employees that prove day after day that they are dedicated to their job and always perform above and beyond. Most employees have gotten tired of seeing others working part of the time and getting paid the same as others that have to work 40 plus hours a week to only lose their vacation time to cover for the slackers. This has caused a large amount of turnover in some departments. It is clear that there is no advancement (in pay or job title) if you are not in the six-figure club. Most of us are at the poverty level working for the University and could make a better salary (almost double for my job) in the private sector but many of us are dedicated and want to see the University succeed!
- This job sucks!!!
- Wage and remote work policy are largest restraints aside from new systems not working and no/ limited training provided on new systems.
- Wages are much too low compared to private sector. Cannot get applications, as the starting wage is less than most entry unskilled level jobs in the private sector. Creates problems like settling for inferior or unqualified being hired. This has and will become a real problem. The Universities are not keeping up wages as they should. What happened to "transparent market studies"? Good people are leaving, and the universities will have to deal with what is left. Giving some select few raises is not fixing the problem but will continue the imbalance and kill morale.



## Appendix E: Survey

### Email Invitation – 2022 Regent Universities USS-UPS Survey

Hello \${m://FirstName},

As you may know, the Docking Institute of Public Affairs has been asked by University Support Staff (USS) and Unclassified Professional Staff (UPS) representatives from six Regent Universities in Kansas to conduct a short survey of USS and UPS employees. This online survey should take about 10 minutes complete.

The purpose of this survey is to measure USS and UPS employee morale with regard to recognition and appreciation, compensation, workload, job satisfaction, desired incentives, training, budget limitations, and other issues.

A link is provided below. I ask that you complete this survey within a week, so that I may begin data analysis soon. My analysis, and subsequent report(s), will be of grouped data only. Responses from individuals will not be reported nor linked to individual respondents. Your confidentiality is assured.

This survey is also completely voluntary. You are not required to begin nor complete the survey, and you may exit at any time. I will not report who did or did not participate. The survey is for respondents 18 years of age and older. If you are under the age of 18, please do not begin.

If you have any questions, please contact me at 785-628-5563 or mswalker@fhsu.edu.

Follow this link to the Survey: \${l://SurveyLink?d=Take the Survey}

Or copy and paste the URL below into your internet browser: \${l://SurveyURL}

Thank you!

Mike Walker  
Docking Institute of Public Affairs and  
Department of Sociology  
300 Custer Hall  
Fort Hays State University

Follow the link to opt out of future emails: \${l://OptOutLink?d=Click here to unsubscribe} \*

\*If you opt out now, you will be locked out of the survey. Please do not opt out if you plan to finish the survey later. I will send you only one reminder.

## 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 identifiers in the text boxes.

This survey is intended for adults 18 years old or older. If you are not 18, please select "No, I will not participate" below. Select "Yes - I will participate" if you would like to begin the survey. Selecting "Yes - I will participate" is providing your consent to participate.

If you would like to review the IRB-approved consent document before continuing, please select "Review consent document." Then click the Go Forward button.

- Yes, I will participate
- No, I will not participate
- Review consent document

*"No, I will not participate" = skip to End of INTRO BLOCK. "Yes, I will participate" = skip to Q1. "Review consent document" = continue to QCONSENT.*

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## 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 in no negative consequences.

### PURPOSE OF THE SURVEY

The purpose of the survey is to provide information which may be used for university policy development or modification. Below are some of the topics we address in this survey:

- Work satisfaction and morale.
- Perceptions of supervisor appreciation.
- Perceptions about wages and benefits.
- Whether respondents have a second job, and why if so.
- Desired incentives, opportunities, and benefits.
- Opinions about State of Kansas health insurance.

### PROCEDURES

You are being asked to complete a survey in Qualtrics. We anticipate that completing the survey will take approximately 10 minutes.

### RISKS

We do not anticipate any risk to participants. However, if you feel distressed during or after completing the survey, please reach out to your university health center or call FHSU Health and Wellness Services for emotional support:

Health and Wellness Services  
Fort Hays State University  
Fischli-Wills Center for Student Success  
Third Floor, Room 301  
(785) 628-4401

## 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](mailto:mwalker@fhsu.edu), 785-628-5563, 300 Custer Hall, Fort Hays State University.

## PARTICIPANT CERTIFICATION:

I have read this Consent and Authorization form. I have had the opportunity to ask, and I have received answers to, any questions I had regarding the study. I understand that if I have any additional questions about my rights as a research participant, I may call (785) 628-4349, write the Office of Scholarship and Sponsored Projects (OSSP), Fort Hays State University, 600 Park St., Hays, Kansas 67601, or email [irb@fhsu.edu](mailto:irb@fhsu.edu).

I agree to participate in this survey and affirm that I am at least 18 years old and that I have received a copy of this Consent and Authorization form.

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*

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#### **End of INTRO BLOCK**

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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](mailto: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 speak with a counselor.

**NOTE TO REVIEWERS:** Respondents selecting "No, I will not participate" for either QINTRO or QCONSENT reach this "thank you" statement. They exit the survey before answering any substantive questions.

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## START OF SURVEY

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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)
- University of Kansas (6)

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 (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"/>



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)
- 

*Display This Question: If Q7 ≠ Worsened*

Q7b Which of the following best describes why your morale has improved or remained the same compared to two years ago?

- Salary increases have been adequate (1)
  - My workload has become more reasonable (2)
  - Morale of those around me has improved (3)
  - The future of my position has become less uncertain (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)

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*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)

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*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* 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 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.

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 (Q11d)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition assistance for dependents attending another university (Q11e)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition assistance for dependents attending a nearby community college or technical school. (Q11f)	<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 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)



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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"/>

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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"/>

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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.

**PREVIEW:** If you are simply previewing the survey now for completion later, please **close your browser**. (If you click "go forward" now you will be locked out. Please email Mike Walker at [mwalker@fhsu.edu](mailto:mwalker@fhsu.edu) for assistance.)

**End of SURVEY**

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