# VIRGINIA TECH

# CLIMATE SURVEY

**2009**

Department of **HUMAN RESOURCES**

LIVE ◢LEARN ▸ WORK | VirginiaTech
*Invent the Future*®

# 2009 VIRGINIA TECH EMPLOYEE CLIMATE SURVEY

| Question | Rating | Category | University Average | |
|---|---|---|---|---|
| I have the equipment and supplies I need to do my job at Virginia Tech. | 4.00 | Resources | 3.44 | ++ |
| I have the lab or office space I need to do my job. | 4.00 | Resources | 3.48 | ++ |
| I have access to the information I need to do my job. | 3.91 | Resources | 3.46 | ++ |
| I have access to the training necessary to develop the knowledge and skills essential to my job. | 3.73 | Resources | 3.27 | ++ |
| I feel encouraged to come up with new and better ways of doing things in my job. | 3.64 | Resources | 3.24 | ++ |
| The tools and technologies that I use help me to be efficient in completing my work. | 3.55 | Resources | 3.49 | ++ |
| My department has the talent necessary to do quality work. | 3.82 | Resources | 3.49 | ++ |
| My department has sufficient staffing to allow us to achieve our mission. | 3.73 | Resources | 2.71 | ++ |
| I am provided with learning opportunities such as workshops or training for career advancement and professional growth at Virginia Tech. | 3.82 | Resources | 3.10 | ++ |
| My department is fair in its hiring practices. | 4.00 | Diversity | 3.35 | ++ |
| Managers in my department demonstrate through their actions that they want to hire and retain a diverse work force. | 4.00 | Diversity | 3.36 | ++ |
| I feel that my immediate supervisor does a good job of managing people with diverse backgrounds. | 4.00 | Diversity | 3.48 | ++ |
| My department makes it easy for people from diverse backgrounds to fit in and be accepted. | 4.00 | Diversity | 3.47 | ++ |
| My department administration would be [likely] to intervene if discriminatory behavior occurred. | 3.73 | Diversity | 3.08 | ++ |
| In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination. | 3.64 | Diversity | 2.97 | ++ |
| I have [not] read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me. | 3.64 | Diversity | 3.12 | ++ |
| Employees are treated fairly at Virginia Tech regardless of their race or ethnicity. | 3.82 | Diversity | 3.24 | ++ |
| Employees are treated fairly at Virginia Tech regardless of their gender. | 3.55 | Diversity | 3.08 | ++ |
| Employees are treated fairly at Virginia Tech regardless of their sexual orientation. | 3.88 | Diversity | 3.19 | ++ |
| Employees with disabilities are treated fairly at Virginia Tech. | 3.56 | Diversity | 3.35 | ++ |
| Employees of all national origins are treated fairly at Virginia Tech. | 3.90 | Diversity | 3.35 | ++ |
| There is accountability at Virginia Tech for discriminatory behavior. | 3.80 | Diversity | 3.08 | ++ |
| I know what resources are available to me at Virginia Tech if I need to discuss an issue of discrimination or harassment. | 3.64 | Diversity | 3.35 | ++ |
| Virginia Tech does not tolerate discrimination or harassment on the basis of age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation or veteran status. | 4.00 | Diversity | 3.33 | ++ |
| How familiar are you with the Virginia Tech Principles of Community? | 3.27 | Diversity | 2.95 | ++ |
| Decisions made by the administration in my department support the Virginia Tech Principles of Community. | 4.00 | POC | 3.40 | ++ |
| The Virginia Tech Principles of Community are important in maintaining a positive and productive work environment at Virginia Tech. | 3.80 | POC | 3.51 | ++ |
| I apply the Virginia Tech Principles of Community in my own work at Virginia Tech. | 4.00 | POC | 3.67 | ++ |
| At Virginia Tech the inherent dignity and value of every person is affirmed and a climate for work and learning based on mutual respect and understanding is maintained. | 3.91 | POC | 3.13 | ++ |
| At Virginia Tech the right of each person to express thoughts and opinions freely is affirmed. | 3.64 | POC | 2.95 | ++ |
| At Virginia Tech the value of human diversity is affirmed because it enriches our lives and the university. | 3.91 | POC | 3.27 | ++ |
| I receive information at Virginia Tech about things that are relevant to my job role in a timely manner. | 3.91 | Communication | 3.09 | ++ |

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| The administration in my department keeps department employees informed about key issues. | 3.82 | Communication | 3.02 | ++ |
| I feel free to express my opinions in my job without worrying about negative results. | 3.73 | Communication | 2.82 | ++ |
| Knowledge and information is shared openly among co-workers in my department. | 3.80 | Communication | 2.95 | ++ |
| The rationale behind important decisions that impact me at Virginia Tech is communicated effectively. | 3.73 | Communication | 2.74 | ++ |
| I am satisfied with the amount of input I have about major policy decisions in my department. | 3.82 | Communication | 2.68 | ++ |
| I feel my input is valued by others in my department. | 3.73 | Co-workers | 3.07 | ++ |
| I can trust others within my department. | 3.82 | Co-workers | 2.97 | ++ |
| Conflict is resolved effectively in my department. | 3.82 | Co-workers | 2.78 | ++ |
| Individuals in my department recognize each other for their contributions. | 3.82 | Co-workers | 3.08 | ++ |
| I have good relationships with my co-workers. | 4.00 | Co-workers | 3.60 | ++ |
| I have good relationships at Virginia Tech with others outside my department. | 4.00 | Co-workers | 3.67 | ++ |
| People in my department are committed to doing quality work. | 4.00 | Co-workers | 3.51 | ++ |
| Others in my department offer me help when I need it. | 3.91 | Co-workers | 3.40 | ++ |
| Collaboration is valued in my department. | 4.00 | Co-workers | 3.32 | ++ |
| I understand the roles and responsibilities of others in my department. | 4.00 | Co-workers | 3.45 | ++ |
| People in my department are comfortable dealing with change. | 3.27 | Co-workers | 2.73 | ++ |
| Morale among employees at Virginia Tech is good. | 3.10 | Leadership | 2.46 | ++ |
| I have confidence in the university's leadership. | 3.80 | Leadership | 2.93 | ++ |
| I understand how my department's goals support the overall mission of Virginia Tech. | 4.00 | Leadership | 3.37 | ++ |
| Individuals in my department are made accountable for poor performance. | 3.56 | Leadership | 2.61 | ++ |
| The leadership of my department can be trusted. | 3.90 | Leadership | 3.06 | ++ |
| The leadership of my department establishes clear goals for the department. | 3.60 | Leadership | 3.02 | ++ |
| My department is managed effectively. | 3.90 | Leadership | 2.97 | ++ |
| The leadership of my department sets high standards of excellence. | 4.00 | Leadership | 3.23 | ++ |
| The leadership of my department motivates employees to do their best work. | 3.80 | Leadership | 2.93 | ++ |
| The administration in my department is knowledgeable about university policies. | 3.90 | Leadership | 3.39 | ++ |
| My department's administration values my contributions to the department. | 3.90 | Leadership | 3.17 | ++ |
| Performance expectations for employees are communicated clearly in my department. | 3.64 | Supervision | 3.11 | ++ |
| I feel my supervisor is committed to my success. | 4.00 | Supervision | 3.35 | ++ |
| My supervisor is available to me when I have questions or need help. | 3.91 | Supervision | 3.49 | ++ |
| I am provided with choices and options in how to perform my job. | 3.82 | Supervision | 3.31 | ++ |
| My performance reviews are based on how well I perform my job. | 4.00 | Supervision | 3.39 | ++ |
| I am recognized for the contributions I make to the department. | 3.82 | Supervision | 3.13 | ++ |
| My job performance is reviewed in person with me at least once a year. | 3.60 | Supervision | 3.68 | |
| I receive useful recommendations on how I can improve my job performance. | 3.40 | Supervision | 3.13 | ++ |
| I participate in developing goals for my job. | 3.50 | Supervision | 3.44 | |

| Question | Rating | Category | University Average | |
|---|---|---|---|---|
| I have a good relationship with my supervisor. | 3.91 | Supervision | 3.58 | ++ |
| Virginia Tech is a good place to work. | 4.00 | Supervision | 3.50 | ++ |
| I feel my workload at Virginia Tech is appropriate. | 3.82 | Supervision | 3.06 | ++ |
| I am treated with respect at Virginia Tech. | 3.91 | Supervision | 3.38 | ++ |
| I receive fair treatment at Virginia Tech. | 3.91 | Supervision | 3.32 | ++ |
| I feel I "fit in" at Virginia Tech. | 4.00 | Supervision | 3.39 | ++ |
| I have opportunities for career growth or promotion at Virginia Tech. | 3.20 | Supervision | 2.62 | ++ |
| Virginia Tech rewards the efforts of employees who do outstanding work. | 3.30 | Supervision | 2.49 | ++ |
| I would recommend Virginia Tech as a good place to work to a colleague, friend, or relative. | 3.91 | Supervision | 3.32 | ++ |
| I am satisfied with my job at Virginia Tech. | 4.00 | Supervision | 3.26 | ++ |
| How likely are you to [remain at] your position at Virginia Tech [for at least the next] two years? | 3.67 | Overall | 3.00 | ++ |

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| Virginia Tech Employment Climate survey conducted by Center for Survey Research - Fall, 2009 |
| Item rankings range from 1 ("Strongly Disagree") to 4 ("Strongly Agree"). |
| Responses of "I don't know" are not included in average ratings. |
| "!!" notes items that scored at least 0.25 below the university average. |
| "++" notes items that scored at least 0.25 above the university average. |

**Category Key:**

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|---|---|
| Resources | References material, spacial, and human resources needed for success. |
| Diversity | References topics related to age, color, disability, gender, national origin, political affiliation, race, religion, sexual orientation or veteran status in the workplace. |
| POC | References familiarity with and demonstration of the Virginia Tech Principles of Community. |
| Communication | References aspects of workplace communication. |
| Co-workers | References relationships and interactions with coworkers. |
| Leadership | References perceptions of leadership effectiveness at department and university levels. |
| Supervision | References relationships and interactions with the direct supervisor, as well as local work environment provided by the supervisor. |