VIRGINIA TECH

CLIMATE SURVEY

2011

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2011 VIRGINIA TECH EMPLOYEE CLIMATE SURVEY

	Total University Respondents	2468	3211
Questions	**Category**	**2009**	**2011**
I have the equipment and supplies I need to do my job at Virginia Tech.	Resources	88%	88%
I have the lab or office space I need to do my job.	Resources	88%	83%
I have access to the information I need to do my job.	Resources	90%	90%
I have access to the training necessary to develop the knowledge and skills essential to my job.	Resources	83%	86%
I feel encouraged to come up with new and better ways of doing things in my job.	Resources	81%	78%
The tools and technologies that I use help me to be efficient in completing my work.	Resources	92%	92%
My department has the talent necessary to do quality work.	Resources	88%	87%
My department has sufficient staffing to allow us to achieve our mission.	Resources	61%	55%
I am provided with learning opportunities such as workshops or training for career advancement and professional growth at Virginia Tech.	Resources	76%	81%
My department is fair in its hiring practices.	Diversity	78%	79%
Managers in my department demonstrate through their actions that they want to hire and retain a diverse work force.	Diversity	79%	80%
I feel that my immediate supervisor does a good job of managing people with diverse backgrounds.	Diversity	84%	83%
My department makes it easy for people from diverse backgrounds to fit in and be accepted.	Diversity	86%	85%
My department administration would be likely to intervene if discriminatory behavior occurred.	Diversity	75%	74%
In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.	Diversity	66%	65%
I have not read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me.	Diversity	74%	72%
Employees are treated fairly at Virginia Tech regardless of their race or ethnicity.	Diversity	75%	76%
Employees are treated fairly at Virginia Tech regardless of their gender.	Diversity	70%	69%
Employees are treated fairly at Virginia Tech regardless of their sexual orientation.	Diversity	62%	62%
Employees with disabilities are treated fairly at Virginia Tech.	Diversity	67%	66%
Employees of all national origins are treated fairly at Virginia Tech.	Diversity	74%	74%
There is accountability at Virginia Tech for discriminatory behavior.	Diversity	61%	59%
I know what resources are available to me at Virginia Tech if I need to discuss an issue of discrimination or harassment.	Diversity	84%	82%
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.	Diversity	80%	79%
How familiar are you with the Virginia Tech Principles of Community?	Diversity	74%	76%
Decisions made by the administration in my department support the Virginia Tech Principles of Community.	POC	78%	78%
The Virginia Tech Principles of Community are important in maintaining a positive and productive work environment at Virginia Tech.	POC	84%	82%
I apply the Virginia Tech Principles of Community in my own work at Virginia Tech.	POC	88%	89%
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.	POC	75%	75%
At Virginia Tech the right of each person to express thoughts and opinions freely is affirmed.	POC	67%	69%
At Virginia Tech the value of human diversity is affirmed because it enriches our lives and the university.	POC	79%	80%
I receive information at Virginia Tech about things that are relevant to my job role in a timely manner.	Communications	79%	81%

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The administration in my department keeps department employees informed about key issues.	Communications	74%	78%
I feel free to express my opinions in my job without worrying about negative results.	Communications	65%	66%
Knowledge and information is shared openly among co-workers in my department.	Communications	70%	70%
The rationale behind important decisions that impact me at Virginia Tech is communicated effectively.	Communications	63%	62%
I am satisfied with the amount of input I have about major policy decisions in my department.	Communications	59%	63%
I feel my input is valued by others in my department.	Co-workers	78%	77%
I can trust others within my department.	Co-workers	73%	73%
Conflict is resolved effectively in my department.	Co-workers	61%	61%
Individuals in my department recognize each other for their contributions.	Co-workers	77%	77%
I have good relationships with my co-workers.	Co-workers	95%	96%
I have good relationships at Virginia Tech with others outside my department.	Co-workers	96%	96%
People in my department are committed to doing quality work.	Co-workers	91%	91%
Others in my department offer me help when I need it.	Co-workers	88%	88%
Collaboration is valued in my department.	Co-workers	83%	84%
I understand the roles and responsibilities of others in my department.	Co-workers	89%	90%
People in my department are comfortable dealing with change.	Co-workers	62%	64%
Morale among employees in my department is good.	Leadership		60%
Morale among employees at Virginia Tech is good.	Leadership	50%	57%
I have confidence in the university's leadership.	Leadership	71%	72%
I understand how my department's goals support the overall mission of Virginia Tech.	Leadership	87%	87%
Individuals in my department are made accountable for poor performance.	Leadership	52%	52%
The leadership of my department can be trusted.	Leadership	73%	76%
The leadership of my department establishes clear goals for the department.	Leadership	73%	75%
My department is managed effectively.	Leadership	71%	75%
The leadership of my department sets high standards of excellence.	Leadership	80%	81%
The leadership of my department motivates employees to do their best work.	Leadership	69%	72%
The administration in my department is knowledgeable about university policies.	Leadership	84%	85%
My department's administration values my contributions to the department.	Leadership	78%	78%
Performance expectations for employees are communicated clearly in my department.	Supervision	78%	79%
I feel my supervisor is committed to my success.	Supervision	83%	84%
My supervisor is available to me when I have questions or need help.	Supervision	89%	89%
I am provided with choices and options in how to perform my job.	Supervision	84%	83%
My performance reviews are based on how well I perform my job.	Supervision	83%	81%
I am recognized for the contributions I make to the department.	Supervision	76%	76%
My job performance is reviewed in person with me at least once a year.	Supervision	90%	82%
I receive useful recommendations on how I can improve my job performance.	Supervision	76%	73%
I participate in developing goals for my job.	Supervision	88%	84%

Questions	Category	2009	2011
I have a good relationship with my supervisor.	Supervision	91%	91%
Virginia Tech is a good place to work.	Job Satisfaction	91%	92%
My department is a good place to work.	Job Satisfaction		85%
I feel my workload at Virginia Tech is appropriate.	Job Satisfaction	75%	73%
I am treated with respect at Virginia Tech.	Job Satisfaction	88%	87%
I receive fair treatment at Virginia Tech.	Job Satisfaction	86%	84%
I feel I "fit in" at Virginia Tech.	Job Satisfaction	87%	86%
I have opportunities for career growth or promotion at Virginia Tech.	Job Satisfaction	55%	61%
Virginia Tech rewards the efforts of employees who do outstanding work.	Job Satisfaction	49%	56%
I would recommend Virginia Tech as a good place to work to a colleague, friend, or relative.	Job Satisfaction	86%	85%
I am satisfied with my job at Virginia Tech.	Job Satisfaction	84%	84%
How likely are you to remain at your position at Virginia Tech for the next two years?	Overall	71%	69%

*Combined Valid Percent for Strongly Agree, Somewhat Agree
Percentage increased 5% or more from 2009
Percentage decreased 5% or more from 2009

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