VIRGINIA TECH

CLIMATE SURVEY

2013

Department of **HUMAN RESOURCES**

LIVE ▴ LEARN ▸ WORK | **VirginiaTech**
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2013 VIRGINIA TECH EMPLOYEE CLIMATE SURVEY

		Total Number Respondents	3211	3112
Question		**Category**	**2011**	**2013**
I have the equipment and supplies I need to do my job at Virginia Tech.	1	Resources	87.8%	91.2%
I have the lab or office space I need to do my job.	1	Resources	83.1%	85.0%
I have access to the information I need to do my job.	1	Resources	89.8%	91.2%
I have access to the training necessary to develop the knowledge and skills essential to my job.	1	Resources	86.4%	89.9%
I feel encouraged to come up with new and better ways of doing things in my job.	1	Resources	78.3%	82.1%
The tools and technologies that I use help me to be efficient in completing my work.	1	Resources	91.6%	92.4%
My department has the talent necessary to do quality work.	1	Resources	87.0%	88.8%
My department has sufficient staffing to allow us to achieve our mission.	1	Resources	55.2%	62.7%
I am provided with learning opportunities such as workshops or training for career advancement and professional growth at Virginia Tech.	1	Resources	81.0%	84.0%
My department is fair in its hiring practices.	1	Diversity	78.8%	79.4%
Managers in my department demonstrate through their actions that they want to hire and retain a diverse work force.	1	Diversity	80.1%	81.6%
I feel that my immediate supervisor does a good job of managing people with diverse backgrounds.	1	Diversity	83.1%	83.8%
My department makes it easy for people from diverse backgrounds to fit in and be accepted.	1	Diversity	85.4%	85.3%
My department administration would be unlikely to intervene if discriminatory behavior occurred.	1	Diversity	26.4%	24.7%
In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.	1	Diversity	65.2%	67.9%
I have read, heard and/or seen insensitive or disparaging comments or materials in the workplace that were offensive to me.	1	Diversity	27.7%	28.1%
Employees are treated fairly at Virginia Tech regardless of their race or ethnicity.	1	Diversity	76.4%	78.2%
Employees are treated fairly at Virginia Tech regardless of their gender.	1	Diversity	68.6%	71.7%
Employees are treated fairly at Virginia Tech regardless of their sexual orientation.	1	Diversity	61.7%	64.1%
Employees with disabilities are treated fairly at Virginia Tech.	1	Diversity	65.8%	67.1%
Employees of all national origins are treated fairly at Virginia Tech.	1	Diversity	73.6%	75.6%
There is accountability at Virginia Tech for discriminatory behavior.	1	Diversity	58.3%	59.1%
I know what resources are available to me at Virginia Tech if I need to discuss an issue of discrimination or harassment.	1	Diversity	81.7%	82.0%
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.	1	Diversity	79.3%	80.9%
I take an active role in making others in my department feel included.	1	Diversity		96.2%
I feel included in my department at Virginia Tech.	1	Diversity		86.5%
How familiar are you with the Virginia Tech Principles of Community?	2	Diversity	76.1%	79.8%
Decisions made by the administration in my department support the Virginia Tech Principles of Community.	1	POC	77.7%	80.1%
The Virginia Tech Principles of Community are important in maintaining a positive and productive work environment at Virginia Tech.	1	POC	81.9%	85.1%
I apply the Virginia Tech Principles of Community in my own work at Virginia Tech.	1	POC	88.6%	88.9%
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.	1	POC	74.9%	77.4%
At Virginia Tech the right of each person to express thoughts and opinions freely is affirmed.	1	POC	68.9%	72.0%

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At Virginia Tech the value of human diversity is affirmed because it enriches our lives and the university.	1	POC	79.5%	81.0%
I receive information at Virginia Tech about things that are relevant to my job role in a timely manner.	1	Communications	80.5%	83.3%
The administration in my department keeps department employees informed about key issues.	1	Communications	77.5%	79.1%
I feel free to express my opinions in my job without worrying about negative results.	1	Communications	65.6%	69.2%
Knowledge and information is shared openly among co-workers in my department.	1	Communications	70.0%	72.6%
The rationale behind important decisions that impact me at Virginia Tech is communicated effectively.	1	Communications	61.7%	66.2%
I am satisfied with the amount of input I have about major policy decisions in my department.	1	Communications	62.9%	66.9%
I feel my input is valued by others in my department.	1	Co-workers	76.8%	81.4%
I can trust others within my department.	1	Co-workers	72.5%	76.7%
Conflict is resolved effectively in my department.	1	Co-workers	61.2%	63.1%
Individuals in my department recognize each other for their contributions.	1	Co-workers	76.7%	80.4%
I have good relationships with my co-workers.	1	Co-workers	95.7%	95.5%
I have good relationships at Virginia Tech with others outside my department.	1	Co-workers	95.9%	95.0%
People in my department are committed to doing quality work.	1	Co-workers	91.0%	92.7%
Others in my department offer me help when I need it.	1	Co-workers	87.8%	86.8%
Collaboration is valued in my department.	1	Co-workers	83.5%	85.6%
I understand the roles and responsibilities of others in my department.	1	Co-workers	90.2%	90.6%
People in my department are comfortable dealing with change.	1	Co-workers	63.5%	64.4%
Morale among employees in my department is good.	1	Leadership	60.3%	69.2%
Morale among employees at Virginia Tech is good.	1	Leadership	56.8%	69.2%
I have confidence in the university's leadership.	1	Leadership	71.8%	76.9%
I understand how my department's goals support the overall mission of Virginia Tech.	1	Leadership	86.7%	88.6%
Individuals in my department are made accountable for poor performance.	1	Leadership	52.4%	53.7%
The leadership of my department can be trusted.	1	Leadership	76.2%	78.2%
The leadership of my department establishes clear goals for the department.	1	Leadership	75.2%	77.6%
My department is managed effectively.	1	Leadership	74.5%	76.3%
The leadership of my department sets high standards of excellence.	1	Leadership	81.1%	83.9%
The leadership of my department motivates employees to do their best work.	1	Leadership	71.5%	74.9%
The administration in my department is knowledgeable about university policies.	1	Leadership	84.6%	84.4%
My department's administration values my contributions to the department.	1	Leadership	78.2%	81.1%
Performance expectations for employees are communicated clearly in my department.	1	Supervision	78.9%	80.6%
I feel my supervisor is committed to my success.	1	Supervision	83.5%	85.6%
My supervisor is available to me when I have questions or need help.	1	Supervision	88.9%	89.8%
I am provided with choices and options in how to perform my job.	1	Supervision	83.1%	86.0%
My performance reviews are based on how well I perform my job.	1	Supervision	81.1%	82.7%
I am recognized for the contributions I make to the department.	1	Supervision	76.2%	79.6%
My job performance is reviewed in person with me at least once a year.	1	Supervision	81.9%	82.9%

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I receive useful recommendations on how I can improve my job performance.	1	Supervision	72.6%	76.3%
I participate in developing goals for my job.	1	Supervision	84.3%	86.2%
I have a good relationship with my supervisor.	1	Supervision	91.0%	91.1%
Virginia Tech is a good place to work.	1	Job Satisfaction	91.8%	94.0%
My department is a good place to work.	1	Job Satisfaction	85.2%	87.2%
I feel my workload at Virginia Tech is appropriate.	1	Job Satisfaction	72.6%	76.1%
I am treated with respect at Virginia Tech.	1	Job Satisfaction	86.8%	89.8%
I receive fair treatment at Virginia Tech.	1	Job Satisfaction	83.9%	87.5%
I feel I "fit in" at Virginia Tech.	1	Job Satisfaction	86.0%	87.2%
I have opportunities for career growth or promotion at Virginia Tech.	1	Job Satisfaction	61.3%	66.7%
Virginia Tech rewards the efforts of employees who do outstanding work.	1	Job Satisfaction	55.6%	64.7%
I would recommend Virginia Tech as a good place to work to a colleague, friend, or relative.	1	Job Satisfaction	85.3%	89.1%
I am satisfied with my job at Virginia Tech.	1	Job Satisfaction	83.6%	85.9%
How likely are you to leave your position at Virginia Tech at some point in the next two years?	3	Overall	31.2%	29.6%

Percentage increased 5% or more from 2011
Percentage decreased from 2011

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