


2015 Climate Survey



2015 Virginia Tech Employee Climate Survey

		Total Number Respondents		3954	3112
Question		Category	2015%	2013%	
I have the equipment and supplies I need to do my job at Virginia Tech.	1	Resources	90.7	91.2	
I have the lab or office space I need to do my job.	1	Resources	85.8	85.0	
I have access to the information I need to do my job.	1	Resources	90.8	91.2	
I have access to the training necessary to develop the knowledge and skills essential to my job.	1	Resources	90.2	89.9	
I feel encouraged to come up with new and better ways of doing things in my job.	1	Resources	81.3	82.1	
The tools and technologies that I use help me to be efficient in completing my work.	1	Resources	90.5	92.4	
My department has the talent necessary to do quality work.	1	Resources	87.7	88.8	
My department has sufficient staffing to allow us to achieve our mission.	1	Resources	58.1	62.7	
I am provided with learning opportunities such as workshops or training for career advancement and professional growth at Virginia Tech.	1	Resources	85.0	84.0	
My department is fair in its hiring practices.	1	Diversity	79.7	79.4	
Managers in my department demonstrate through their actions that they want to hire and retain a diverse work force.	1	Diversity	80.6	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	84.5	85.3	
My department administration would be unlikely to intervene if discriminatory behavior occurred.	1	Diversity	24.4	24.7	
In general, the Virginia Tech campus is free of intimidation, harassment, and discrimination.	1	Diversity	66.4	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	26.8	28.1	
Employees are treated fairly at Virginia Tech regardless of their race or ethnicity.	1	Diversity	77.6	78.2	
Employees are treated fairly at Virginia Tech regardless of their gender.	1	Diversity	72.4	71.7	
Employees are treated fairly at Virginia Tech regardless of their sexual orientation.	1	Diversity	67.2	64.1	
Employees with disabilities are treated fairly at Virginia Tech.	1	Diversity	66.7	67.1	
Employees of all national origins are treated fairly at Virginia Tech.	1	Diversity	75.4	75.6	
There is accountability at Virginia Tech for discriminatory behavior.	1	Diversity	61.4	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	85.4	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	83.1	80.9	
I take an active role in making others in my department feel included.	1	Diversity	96.2	96.2	
I feel included in my department at Virginia Tech.	1	Diversity	86.4	86.5	
How familiar are you with InclusiveVT?	2	Diversity	49.6	---	
How familiar are you with the Virginia Tech Principles of Community?	2	Diversity	81.4	79.8	
Decisions made by the administration in my department support the Virginia Tech Principles of Community.	1	POC	79.4	80.1	
The Virginia Tech Principles of Community are important in maintaining a positive and productive work environment at Virginia Tech.	1	POC	85.9	85.1	
I apply the Virginia Tech Principles of Community in my own work at Virginia Tech.	1	POC	89.3	88.9	

2015 Virginia Tech Employee Climate Survey (cont.)

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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	79.5	77.4
At Virginia Tech the right of each person to express thoughts and opinions freely is affirmed.	1	POC	72.5	72.0
At Virginia Tech the value of human diversity is affirmed because it enriches our lives and the university.	1	POC	82.5	81.0
I receive information at Virginia Tech about things that are relevant to my job role in a timely manner.	1	Communications	82.0	83.3
The administration in my department keeps department employees informed about key issues.	1	Communications	79.9	79.1
I feel free to express my opinions in my job without worrying about negative results.	1	Communications	70.4	69.2
Knowledge and information is shared openly among co-workers in my department.	1	Communications	73.1	72.6
The rationale behind important decisions that impact me at Virginia Tech is communicated effectively.	1	Communications	64.9	66.2
I am satisfied with the amount of input I have about major policy decisions in my department.	1	Communications	66.6	66.9
I feel my input is valued by others in my department.	1	Co-workers	81.7	81.4
I can trust others within my department.	1	Co-workers	78.9	76.7
Conflict is resolved effectively in my department.	1	Co-workers	64.4	63.1
Individuals in my department recognize each other for their contributions.	1	Co-workers	81.4	80.4
I have good relationships with my co-workers.	1	Co-workers	95.4	95.5
I have good relationships at Virginia Tech with others outside my department.	1	Co-workers	95.3	95.0
People in my department are committed to doing quality work.	1	Co-workers	92.2	92.7
Others in my department offer me help when I need it.	1	Co-workers	88.2	86.8
Collaboration is valued in my department.	1	Co-workers	85.4	85.6
I understand the roles and responsibilities of others in my department.	1	Co-workers	88.8	90.6
People in my department are comfortable dealing with change.	1	Co-workers	65.2	64.4
Morale among employees in my department is good.	1	Leadership	68.3	69.2
Morale among employees at Virginia Tech is good.	1	Leadership	69.6	69.2
I have confidence in the university's leadership.	1	Leadership	82.9	76.9
I understand how my department's goals support the overall mission of Virginia Tech.	1	Leadership	88.2	88.6
Individuals in my department are made accountable for poor performance.	1	Leadership	54.2	53.7
The leadership of my department can be trusted.	1	Leadership	79.7	78.2
The leadership of my department establishes clear goals for the department.	1	Leadership	76.6	77.6
My department is managed effectively.	1	Leadership	76.3	76.3
The leadership of my department sets high standards of excellence.	1	Leadership	83.0	83.9
The leadership of my department motivates employees to do their best work.	1	Leadership	76.0	74.9
The administration in my department is knowledgeable about university policies.	1	Leadership	85.4	84.4

2015 Virginia Tech Employee Climate Survey (cont.)

Question		Category	2015%	2013%
My department's administration values my contributions to the department.	1	Leadership	82.4	81.1
Performance expectations for employees are communicated clearly in my department.	1	Supervision	79.7	80.6
I feel my supervisor is committed to my success.	1	Supervision	84.7	85.6
My supervisor is available to me when I have questions or need help.	1	Supervision	89.5	89.8
I am provided with choices and options in how to perform my job.	1	Supervision	85.8	86.0
My performance reviews are based on how well I perform my job.	1	Supervision	82.8	82.7
I am recognized for the contributions I make to the department.	1	Supervision	79.5	79.6
My job performance is reviewed in person with me at least once a year.	1	Supervision	81.7	82.9
I receive useful recommendations on how I can improve my job performance.	1	Supervision	75.0	76.3
I participate in developing goals for my job.	1	Supervision	85.4	86.2
I have a good relationship with my supervisor.	1	Supervision	91.9	91.1
Virginia Tech is a good place to work.	1	Job Satisfaction	93.8	94.0
My department is a good place to work.	1	Job Satisfaction	87.1	87.2
I feel my workload at Virginia Tech is appropriate.	1	Job Satisfaction	76.2	76.1
I am treated with respect at Virginia Tech.	1	Job Satisfaction	89.6	89.8
I receive fair treatment at Virginia Tech.	1	Job Satisfaction	88.1	87.5
I feel I "fit in" at Virginia Tech.	1	Job Satisfaction	87.8	87.2
I have opportunities for career growth or promotion at Virginia Tech.	1	Job Satisfaction	69.0	66.7
Virginia Tech rewards the efforts of employees who do outstanding work.	1	Job Satisfaction	67.9	64.7
I would recommend Virginia Tech as a good place to work to a colleague, friend, or relative.	1	Job Satisfaction	88.8	89.1
I am satisfied with my job at Virginia Tech.	1	Job Satisfaction	85.7	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

