



2018 Employee Climate Survey



2018 Employee Climate Survey Summary

Employees were invited to take the 2018 campus climate survey between Oct. 15 and Nov. 9, 2018. The survey consisted of 79 questions. Thirty-four percent of employees responded to the survey.

A new set of questions were used for the 2018 survey that were targeted to the university's current environment and university vision and mission.

The feedback collected through this survey:

- Helps the university to understand the perceptions of employees as it relates to diversity, inclusion, leadership, work and learning environment, and job satisfaction.
- Leads to a better understanding of the campus experience for different groups of people.
- Enables the university to develop strategies and make informed decisions that inspire positive change in our campus climate over time.

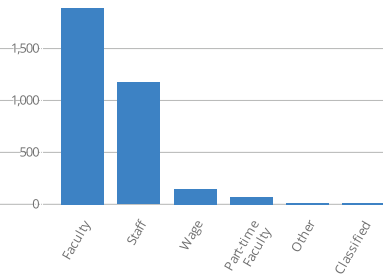
Overall Participation and Climate Perception

Virginia Tech Overall

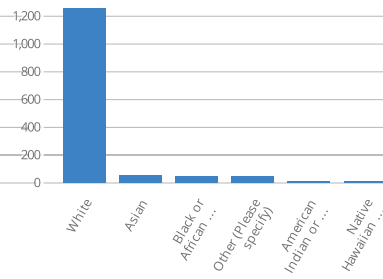
3,336



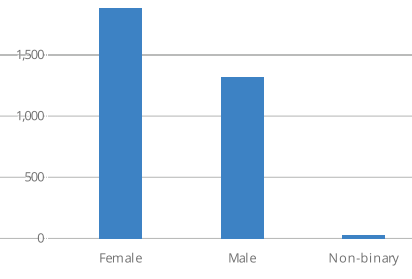
OVERALL - Employee Type 3293 Responses



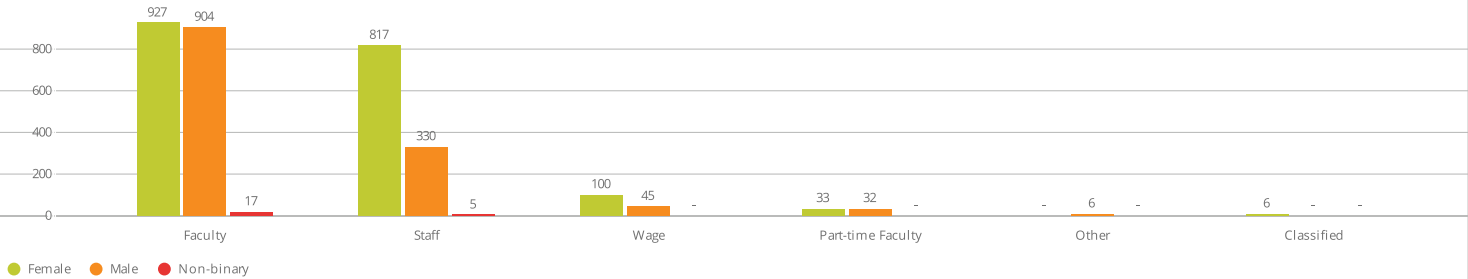
OVERALL - Racial Groups 1423 Responses



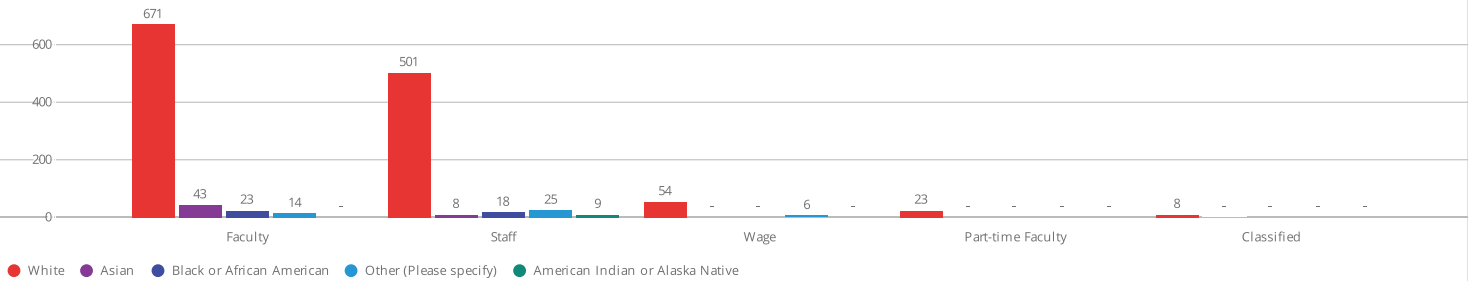
OVERALL - Gender Groups 3228 Responses



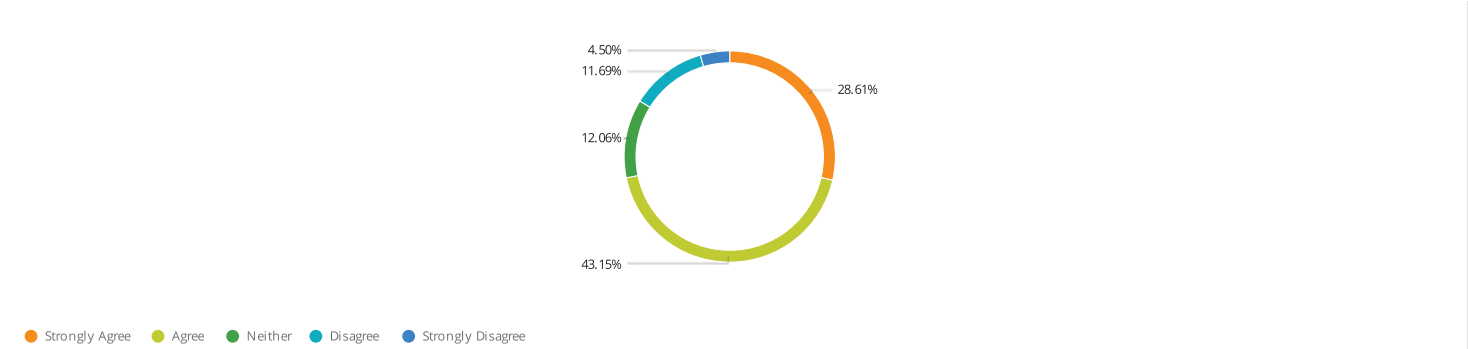
OVERALL - Gender Groups by Employee Type 3227 Responses



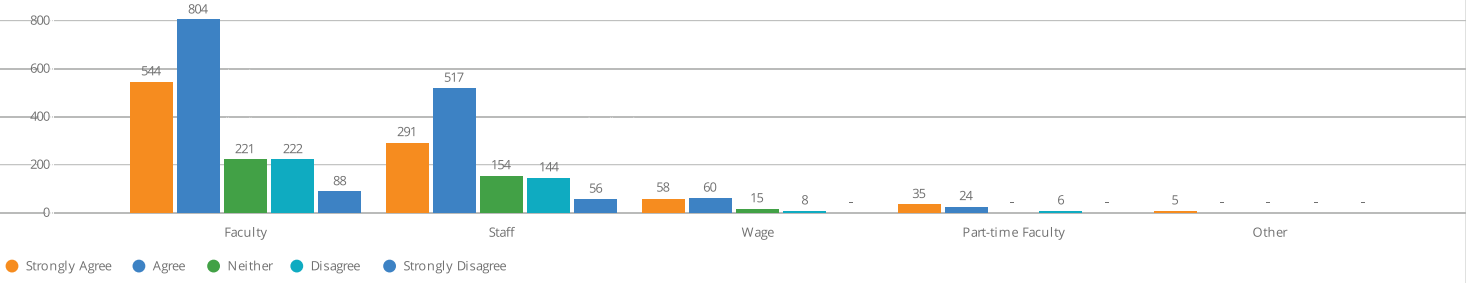
OVERALL - Racial Groups by Employee Type 1423 Responses



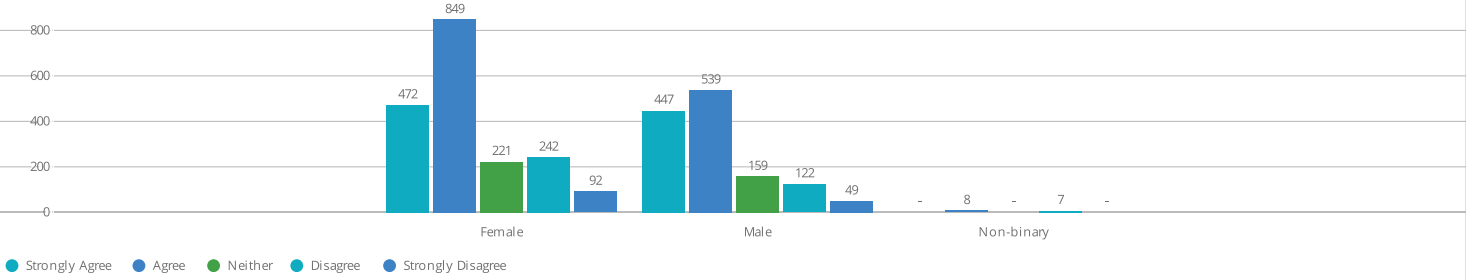
UNIT CLIMATE is Good 3268 Responses



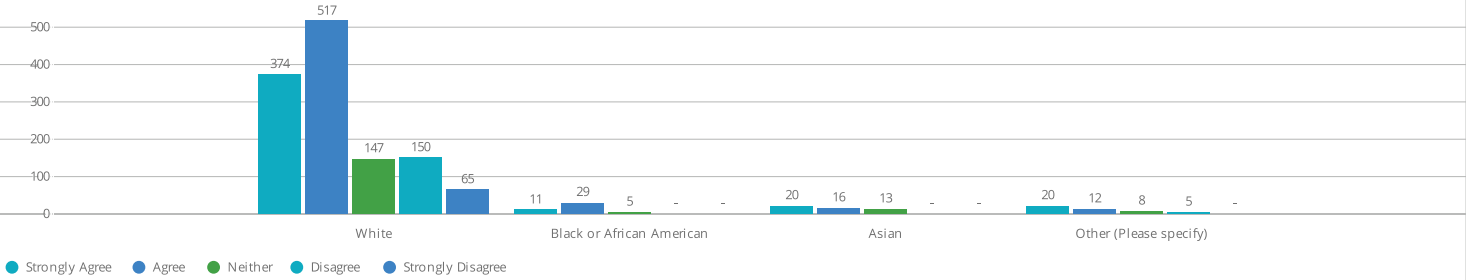
UNIT CLIMATE is Good by Employee Type 3267 Responses



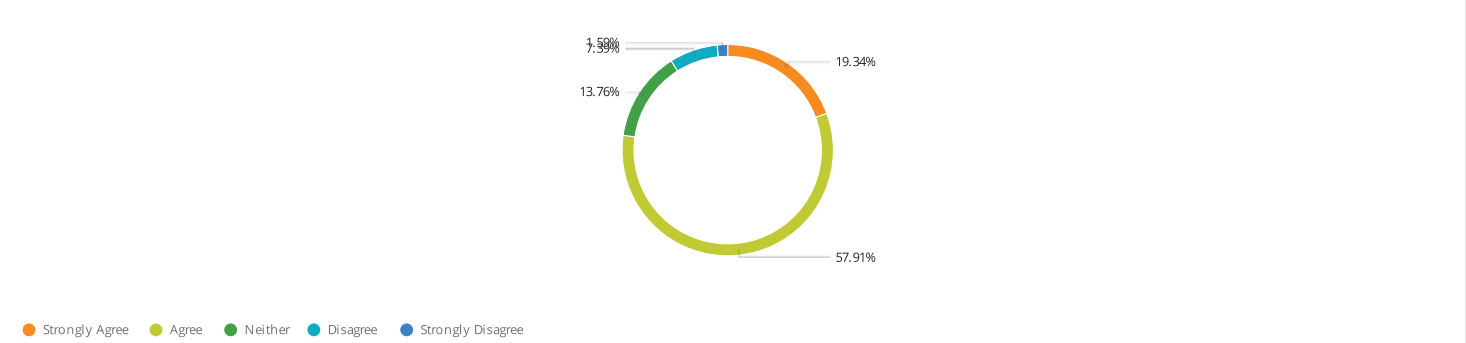
UNIT CLIMATE is Good by Gender 3217 Responses



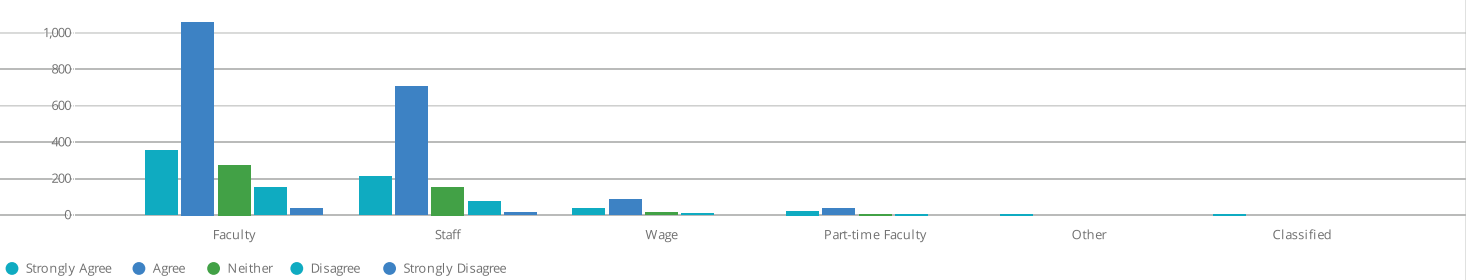
UNIT CLIMATE is Good by Racial Groups 1417 Responses



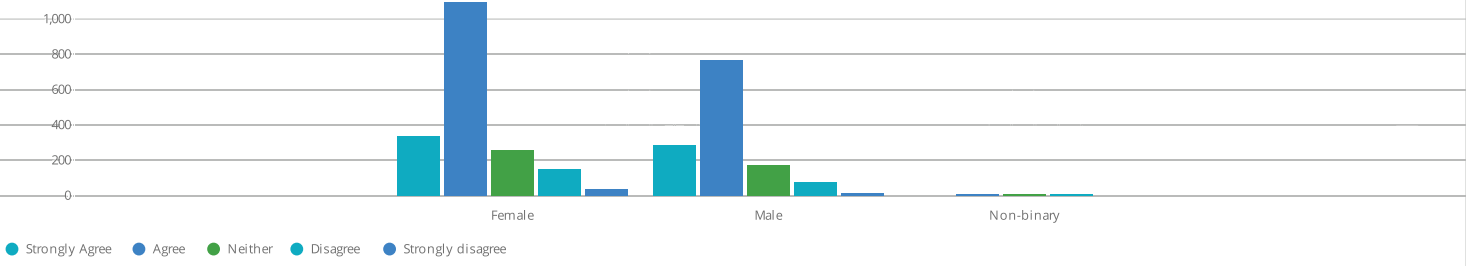
CAMPUS CLIMATE is Good 3262 Responses



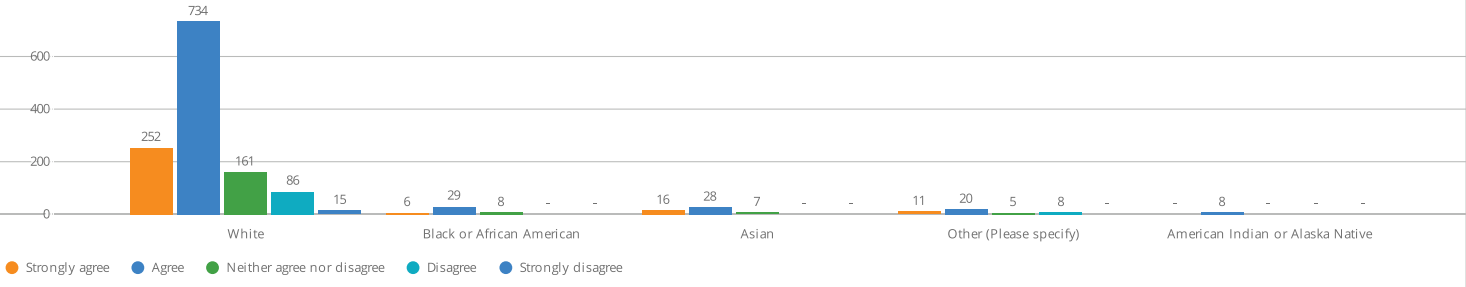
CAMPUS CLIMATE is Good by Employee Type 3261 Responses



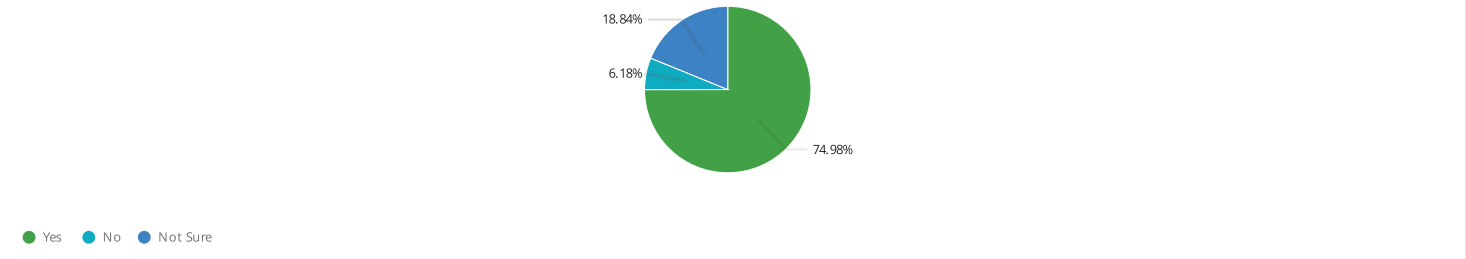
CAMPUS CLIMATE is Good by Gender 3212 Responses



CAMPUS CLIMATE is Good by Racial Groups 1411 Responses

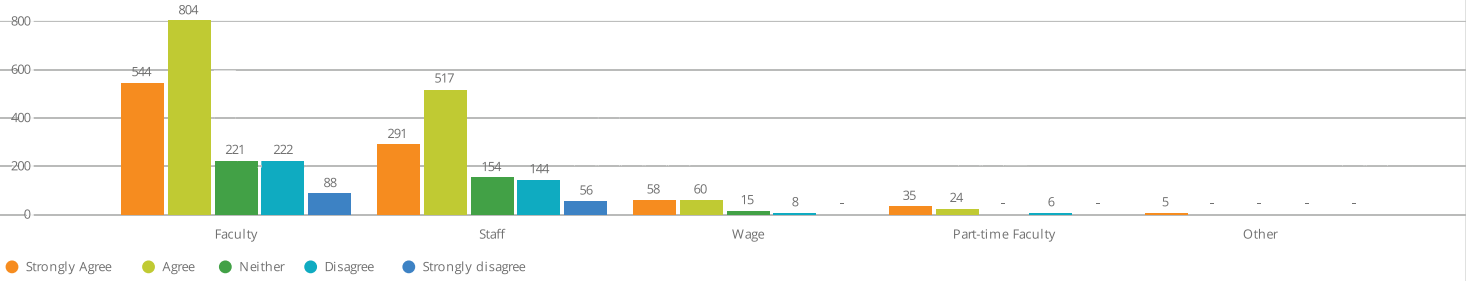


If you had to do it over again, would you still make the choice to come to Virginia Tech? 3270 Responses

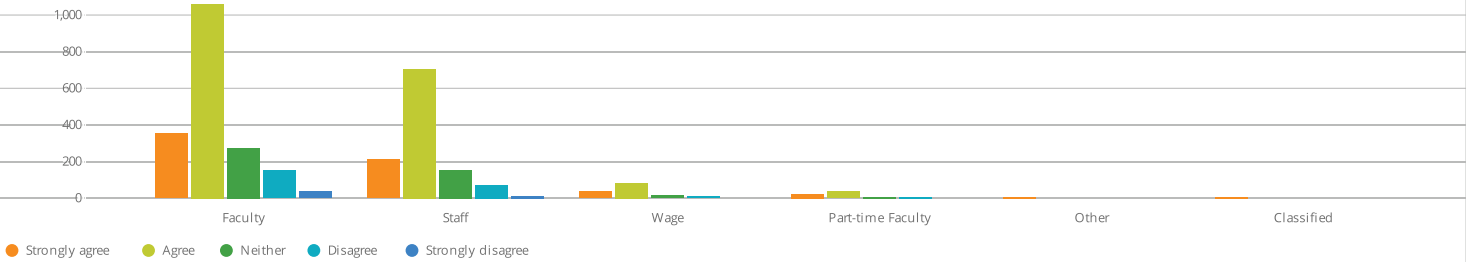


Comparison by Faculty, Staff, Wage

Unit Climate is Good



Campus Climate is Good



Workplace Satisfaction ⓘ Percentage response represents % of participants who answered items as "very satisfied."

	Level Based	Faculty	Other	Part-time Faculty	Staff	Wage
Satisfied with our job at the university	49%	48%	83%	49%	50%	59%
Satisfaction for the opportunities you have for interesting and challenging work in your current job	51%	55%	67%	51%	44%	50%
How satisfied are you with the workload in your current job	33%	28%	67%	38%	37%	54%
How satisfied are you with the support for positive work-life balance at the university	38%	33%	83%	45%	44%	50%
How satisfied are you with the opportunities you have for career advancement within the university	23%	24%	33%	28%	20%	27%

VT Principles of Community and InclusiveVT ⓘ Percentage response represents % of participants who answered items as "agree" or "strongly agree."

	Level Based	Faculty	Other	Part-time Faculty	Staff	Wage
I am familiar with the Virginia Tech Principles of Community.	90%	91%	83%	77%	91%	75%
The Virginia Tech Principles of Community are im...ositive and productive environment on my campus.	73%	72%	50%	69%	77%	67%
I am familiar with InclusiveVT.	79%	82%	67%	67%	77%	55%
InclusiveVT is important in maintaining a positive and productive environment on my campus.	64%	65%	67%	65%	64%	50%

Friendly, Diverse, and Comfortable ⓘ



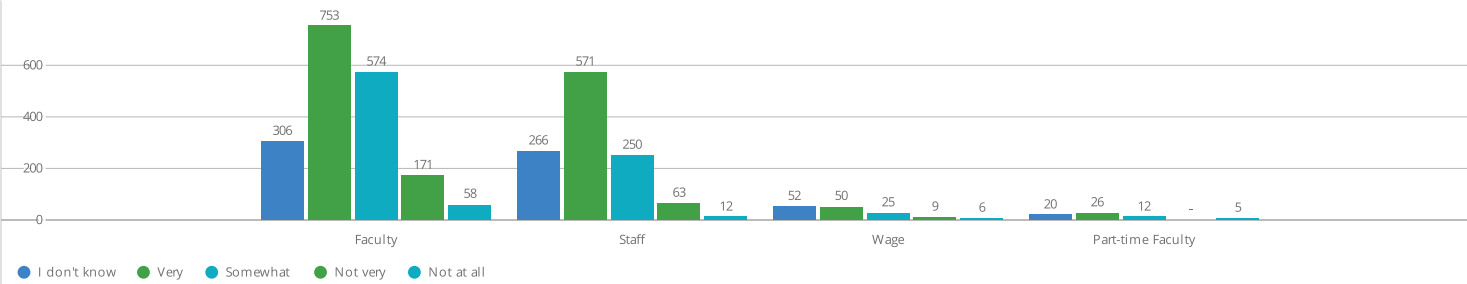
	Level Based ▾	Faculty	Other	Part-time Faculty	Staff	Wage
My campus is friendly.	86%	85%	100%	82%	87%	83%
My department/unit is friendly.	82%	82%	100%	88%	81%	87%
My campus is inclusive.	69%	66%	100%	74%	73%	68%
My department/unit is inclusive.	74%	73%	100%	82%	74%	79%
My campus is diverse.	60%	48%	100%	54%	78%	72%
My department/unit is diverse.	55%	48%	100%	58%	64%	66%
I feel isolated in my workplace.	18%	20%	0%	33%	16%	10%
I feel comfortable expressing my personal identity at my workplace.	66%	66%	67%	77%	63%	69%

Experience/Heard ⓘ Percentage response represents % of participants who answered items as "never" or "not very often."

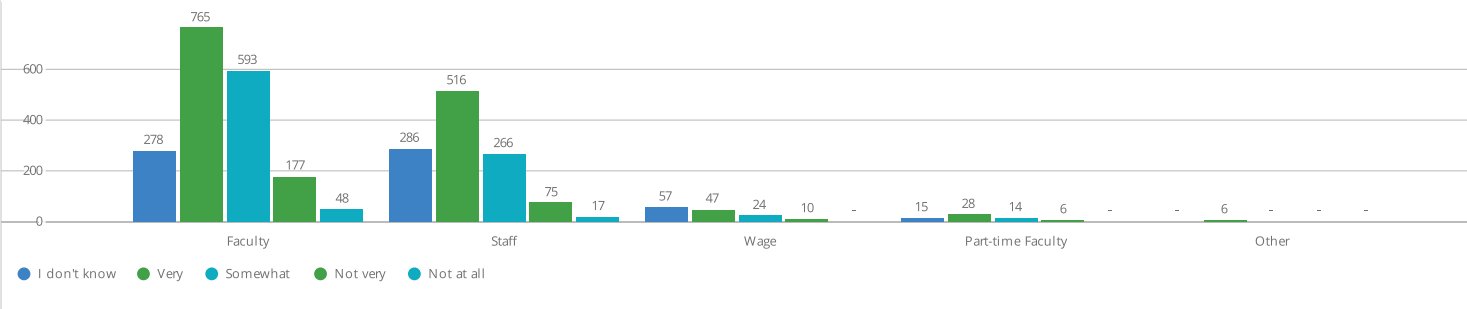


	Level Based ▾	Faculty	Other	Part-time Faculty	Staff	Wage
In the past year, how often have you personally experienced exclusionary, intimidating, offensive...	82%	81%	100%	83%	83%	82%
In the past year, how often have you heard others at the University make disparaging remarks about...	81%	80%	100%	80%	82%	83%

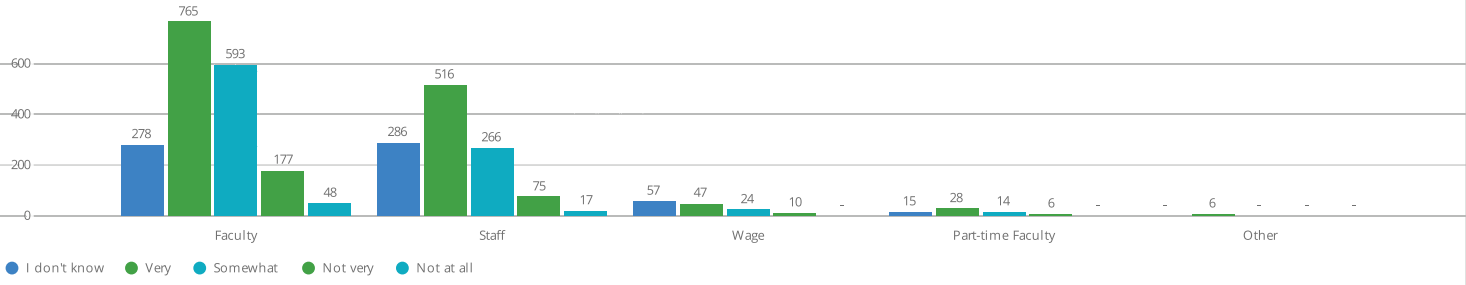
How effective are the actions of University Leadership with respect to promoting inclusion and diversity? 3238 Responses



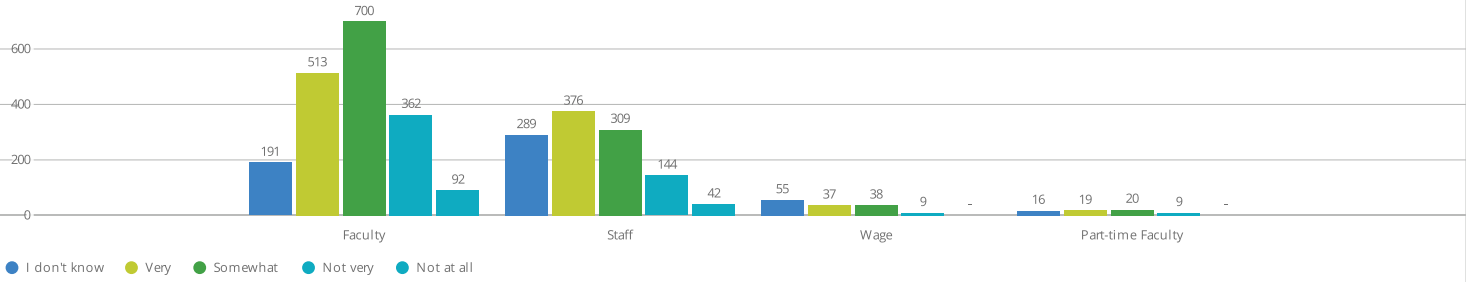
How effective are the actions of Campus Leadership (Deans, VPs) with respect to promoting inclusion and diversity? 3235 Responses



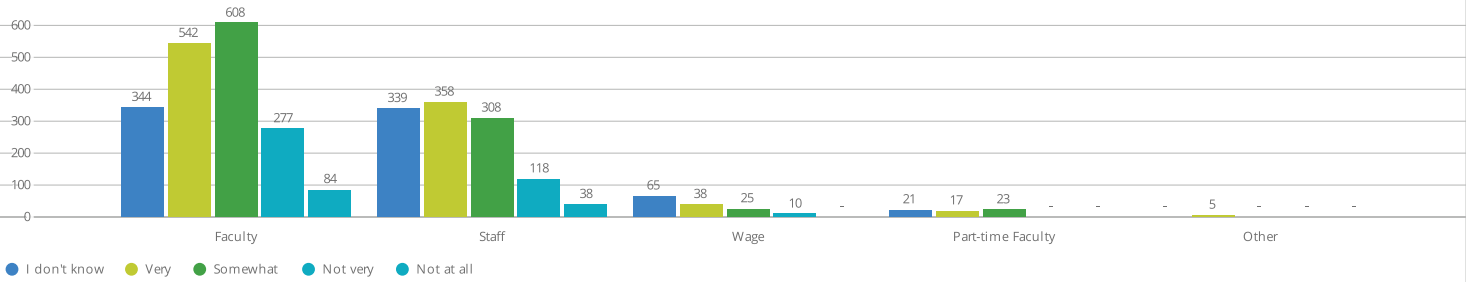
How effective are the actions of your Department Leadership (Department Head, Manager) with respect to promoting inclusion and diversity? 3235 Responses



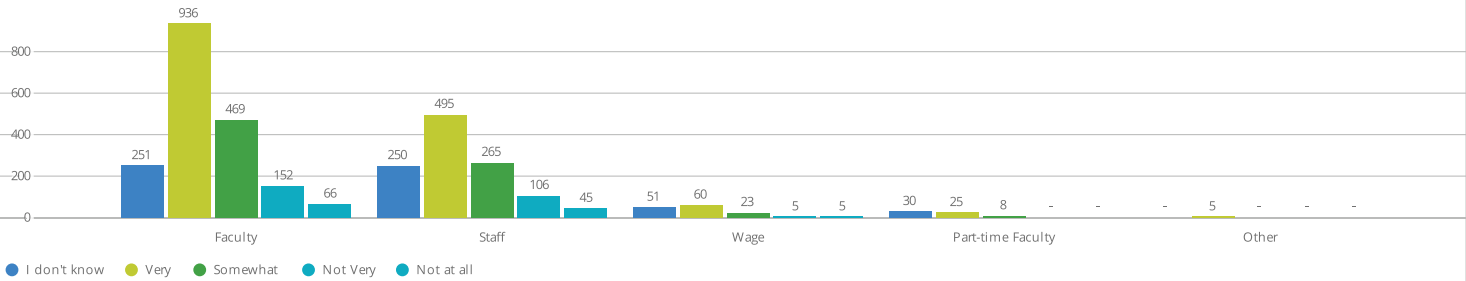
How effective is your department/unit at attracting faculty and staff from groups currently underrepresented in your department? 3231 Responses



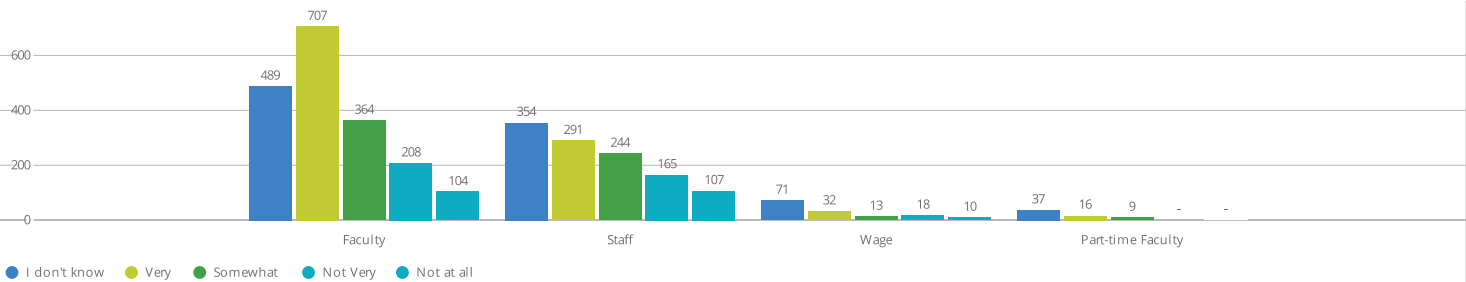
How effective is your department/unit at retaining faculty and staff from groups currently underrepresented in your department? 3228 Responses



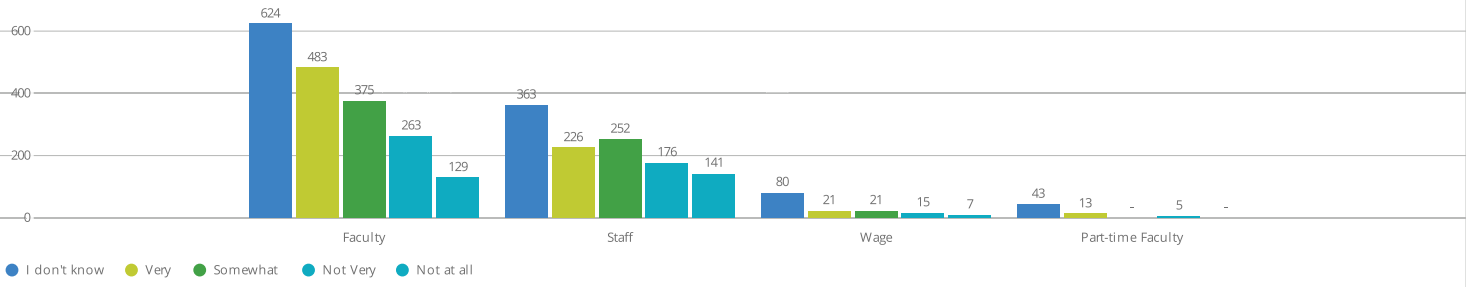
How equitable do you feel are recruitment policies and practices in your department unit? 3262 Responses



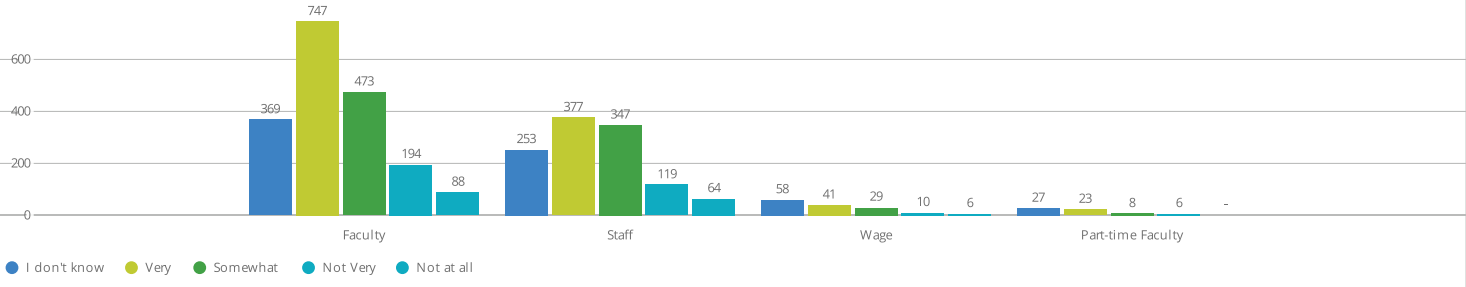
How equitable do you feel are promotion decisions in your department unit? 3260 Responses



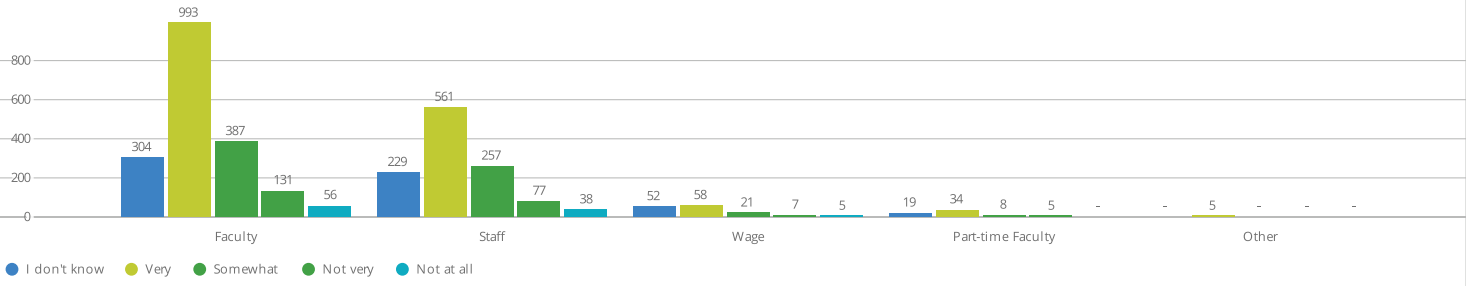
How equitable do you feel are salary decisions in your department unit? 3259 Responses



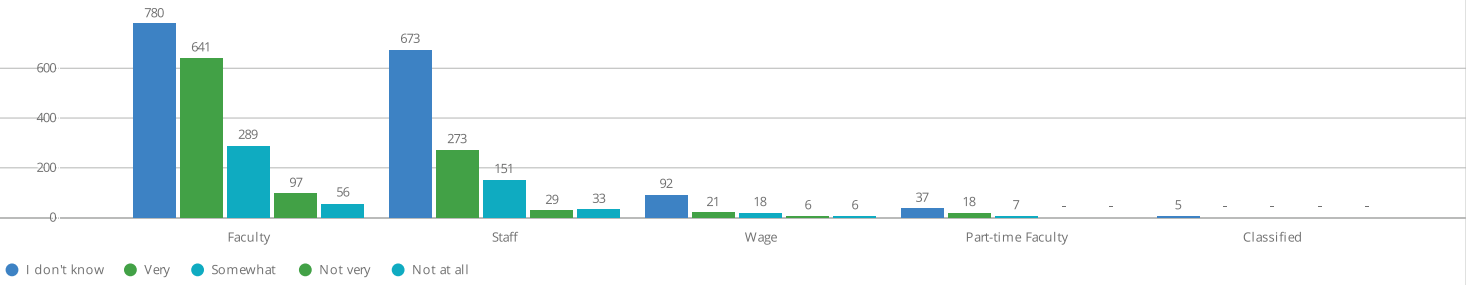
How equitable do you feel is allocation of space/equipment or other resources in your department unit? 3257 Responses



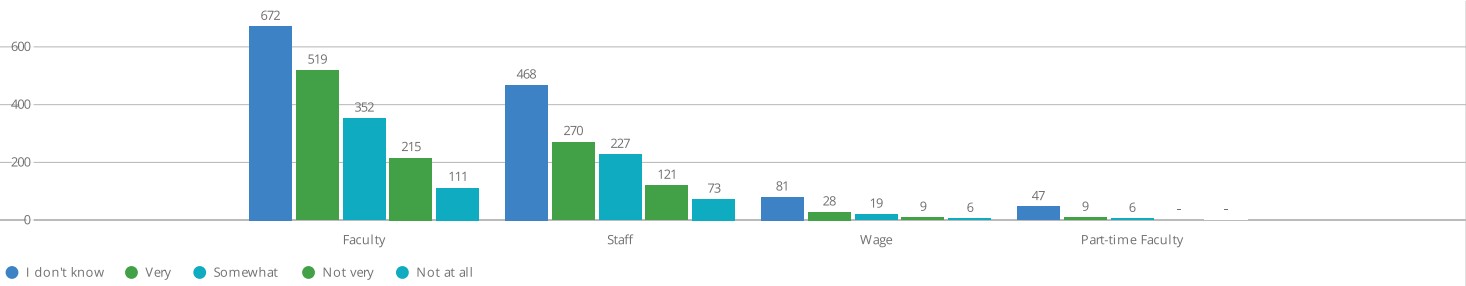
How equitable do you feel is access to support staff in your department unit? 3259 Responses



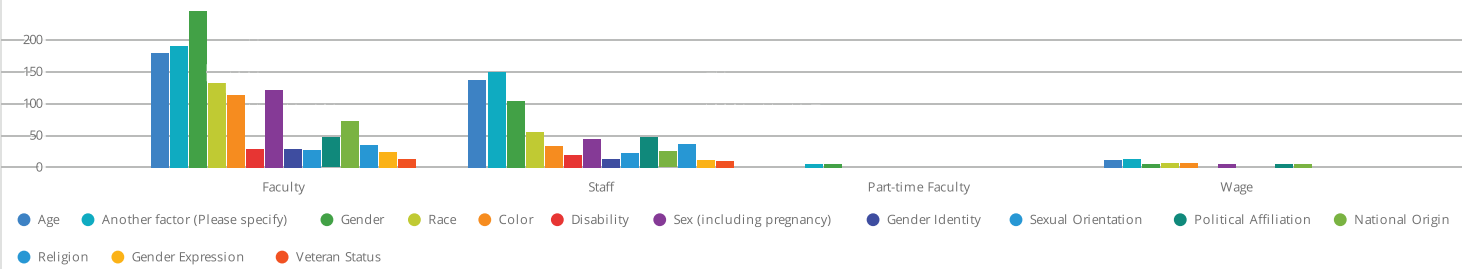
How equitable do you feel are graduate student or resident/fellow assignments in your department unit? 3248 Responses



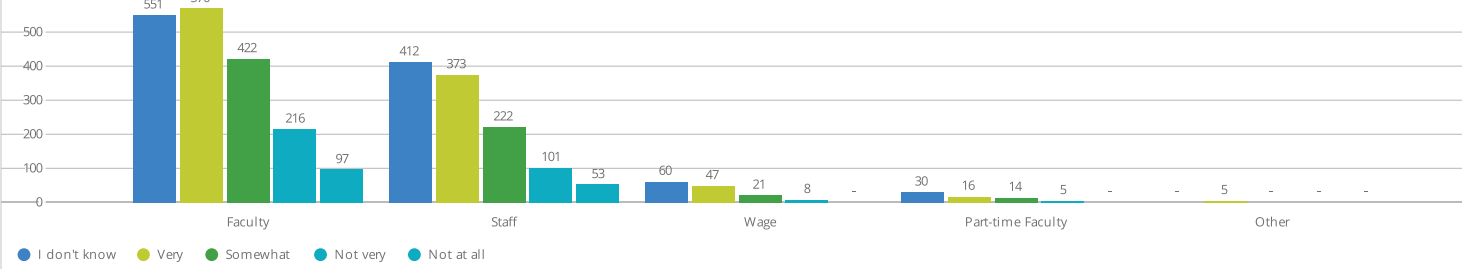
How equitable do you feel are retention practices in your department unit? 3253 Responses



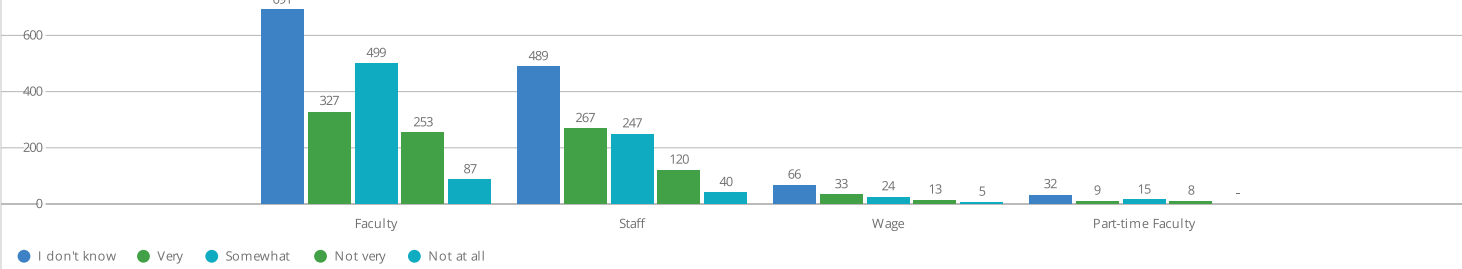
Why are the above practices rated "not at all" or "not very"? 1036 Responses



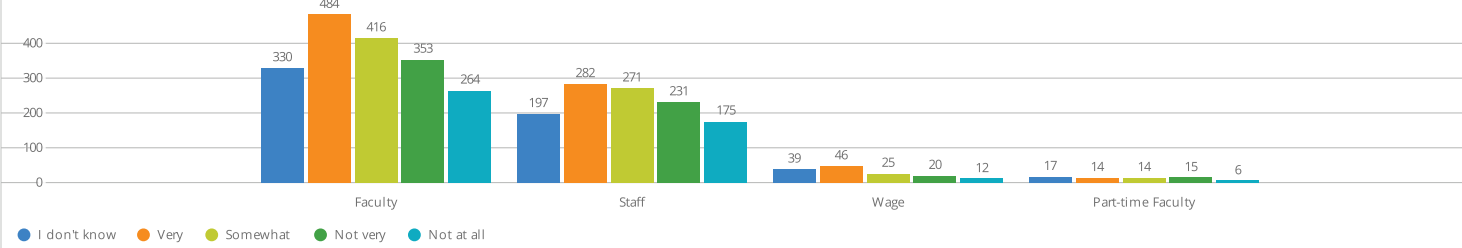
How effective is your department/unit at addressing issues of unfair or inequitable treatment? 3229 Responses



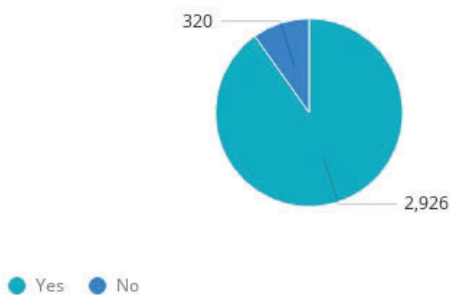
How effective are university processes in addressing issues of treatment that are not fair and equitable? 3233 Responses



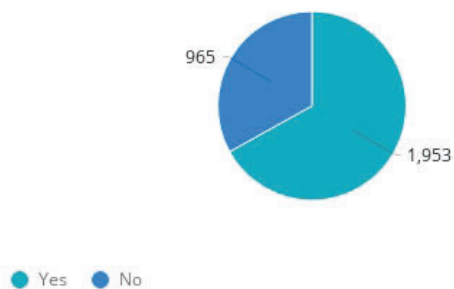
If you experienced treatment that was not fair and equitable, how confident are you that you can file a complaint or grievance without fear of negative consequences to you? 3217 Responses



Does the university have a process in place to assist employees if they experience any treatment that is not fair and equitable? 3246 Responses



Do you know how to file a complaint or seek assistance for unfair or inequitable treatment at the university? 2918 Responses

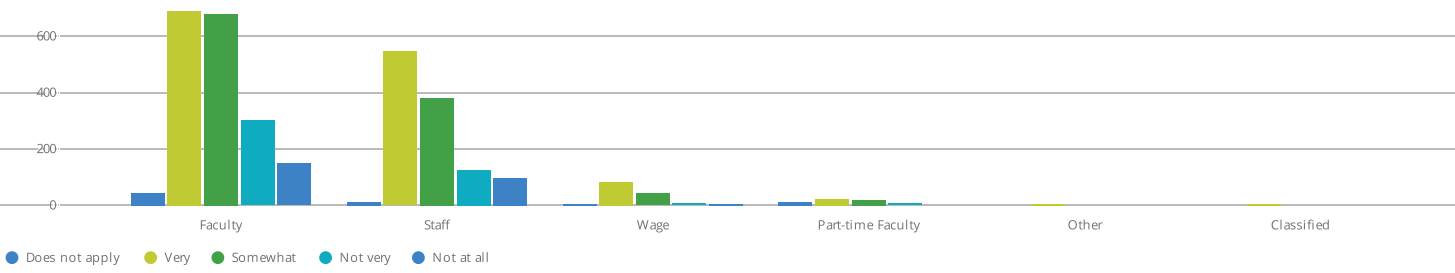


Effective Leadership i Percentage response represents % of participants who answered items as "somewhat agree" or "strongly agree."

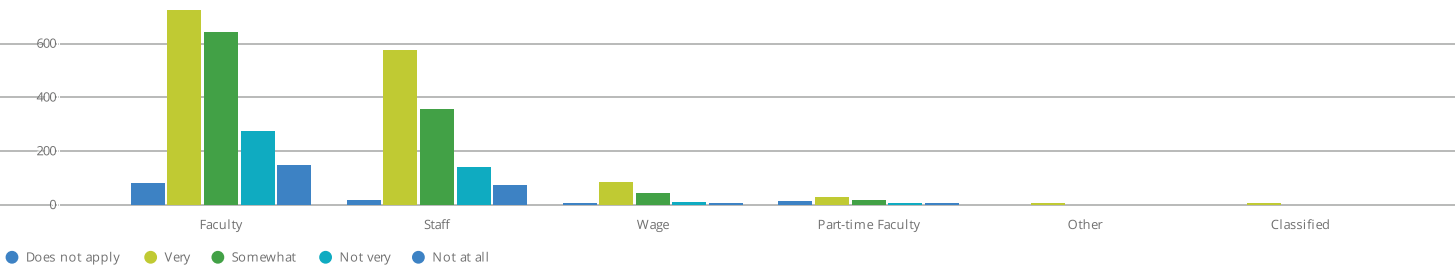


	Level Based v	Faculty	Other	Part-time Faculty	Staff	Wage
The university responds effectively to current events	68%	65%	100%	69%	72%	61%
My department/unit head, chair, or manager creates a positive work environment for me.	74%	74%	100%	85%	73%	85%
Recruitment practices in my department/unit contribute to maintaining a positive work environment.	59%	60%	100%	61%	57%	64%
Current practices for recruiting faculty and staff in my department/unit are effective.	54%	56%	100%	53%	52%	57%
Current practices for retaining faculty and staff in my department/unit are effective.	49%	50%	100%	52%	48%	55%

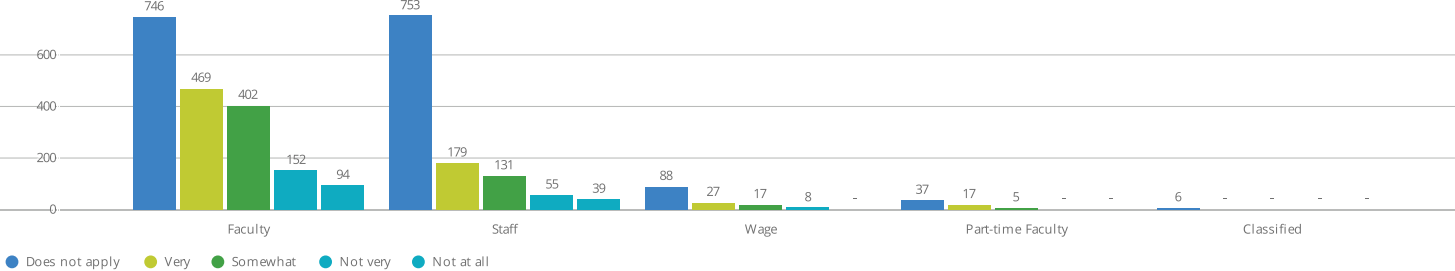
How satisfied are you with the recognition you receive for your day-to-day responsibilities? 3249 Responses



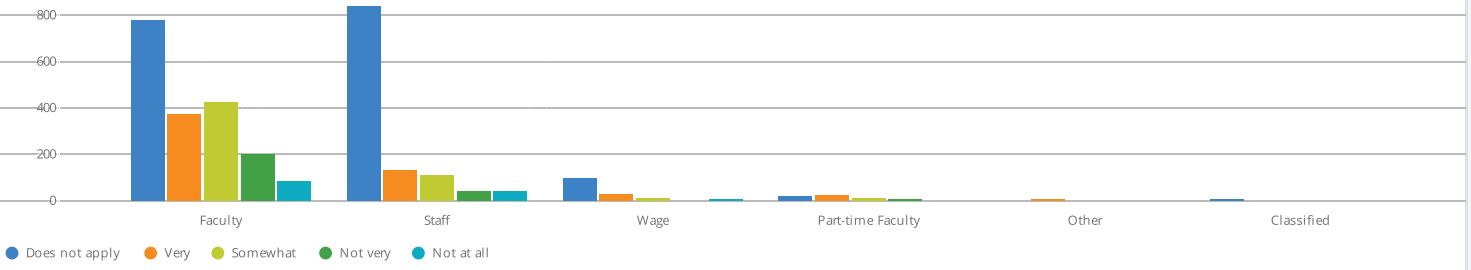
How satisfied are you with the recognition you receive for your teamwork? 3246 Responses



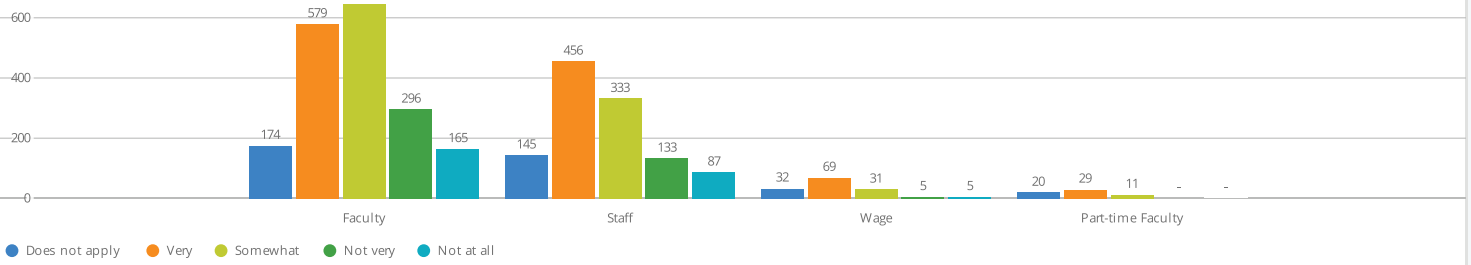
How satisfied are you with the recognition you receive for your research? 3245 Responses



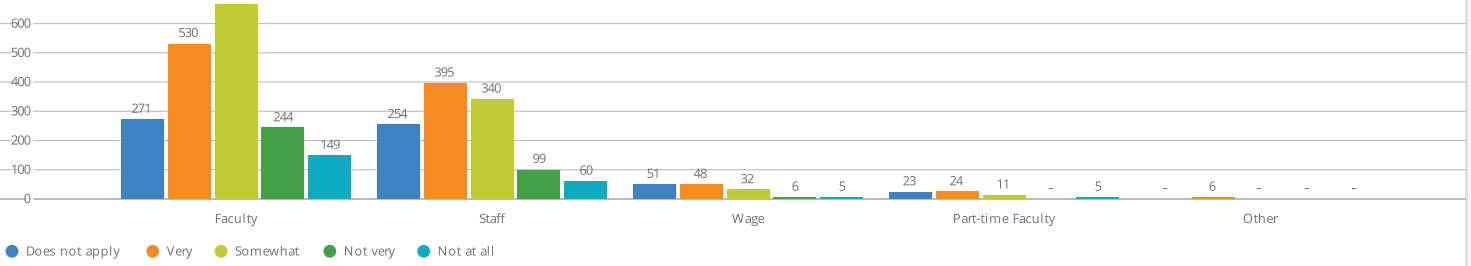
How satisfied are you with the recognition you receive for your teaching? 3239 Responses



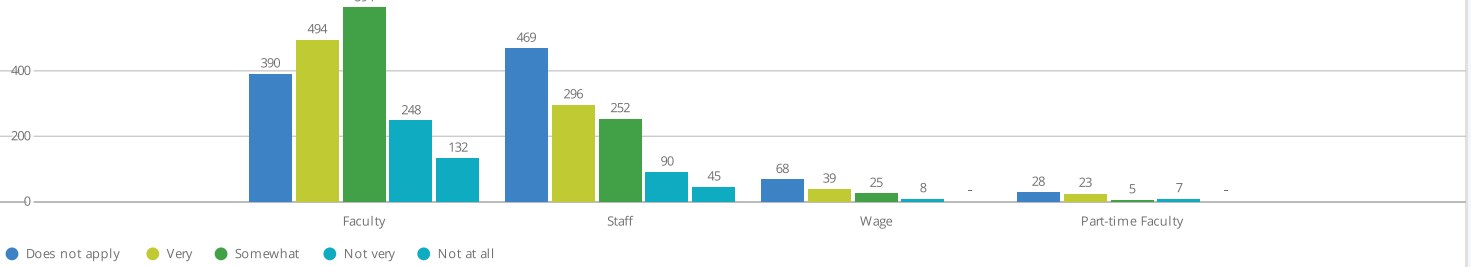
How satisfied are you with the recognition you receive for your service? 3237 Responses



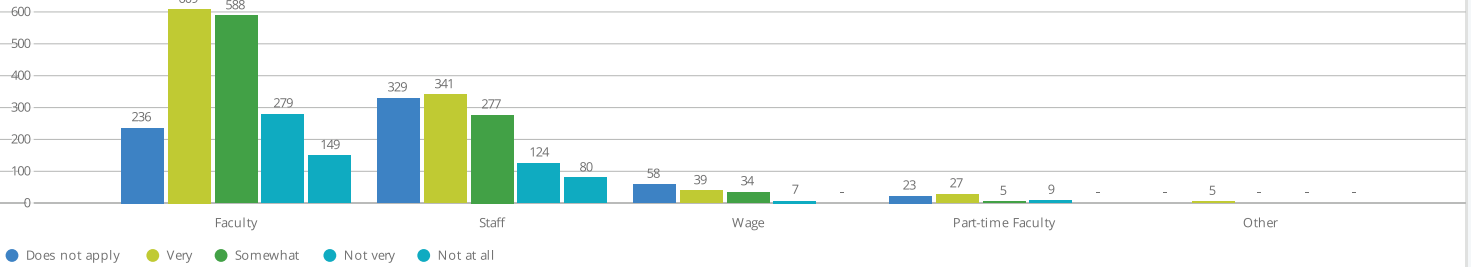
How satisfied are you with the recognition you receive for your inclusion and diversity efforts? 3230 Responses



How satisfied are you with the recognition you receive for your outreach efforts? 3234 Responses



How satisfied are you with the recognition you receive for your leadership? 3236 Responses

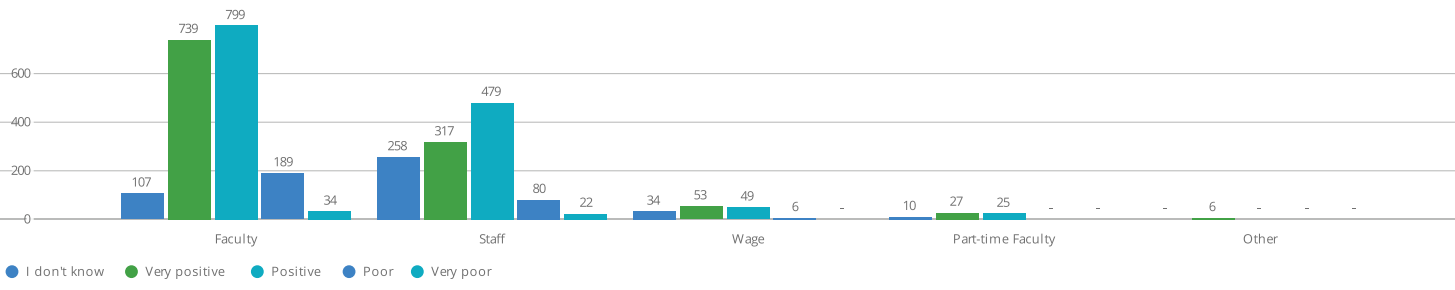


Safety and Work Environment ⓘ Percentage response represents % of participants who answered items as "somewhat agree" or "strongly agree."

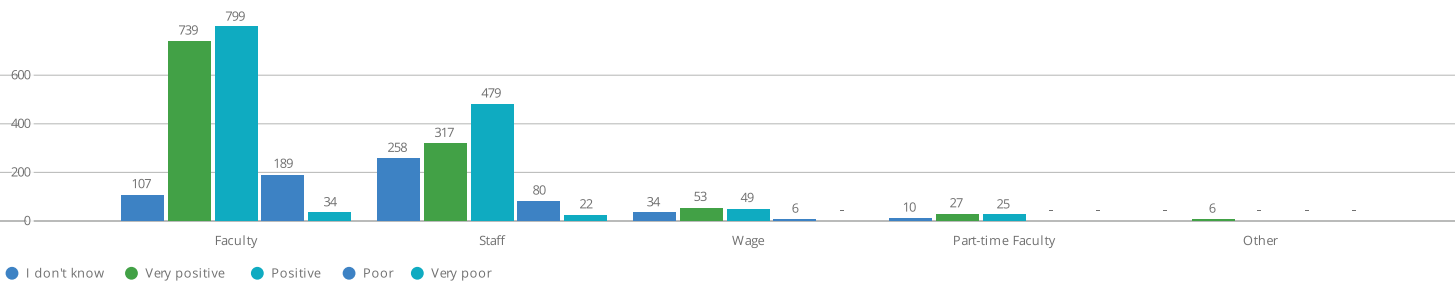


	Level Based	Faculty	Other	Part-time Faculty	Staff	Wage
I feel safe in my immediate work environment.	90%	91%	100%	88%	88%	96%
I feel safe on my campus.	90%	91%	100%	88%	89%	90%
I have a voice in shaping my work environment.	64%	67%	83%	59%	61%	64%

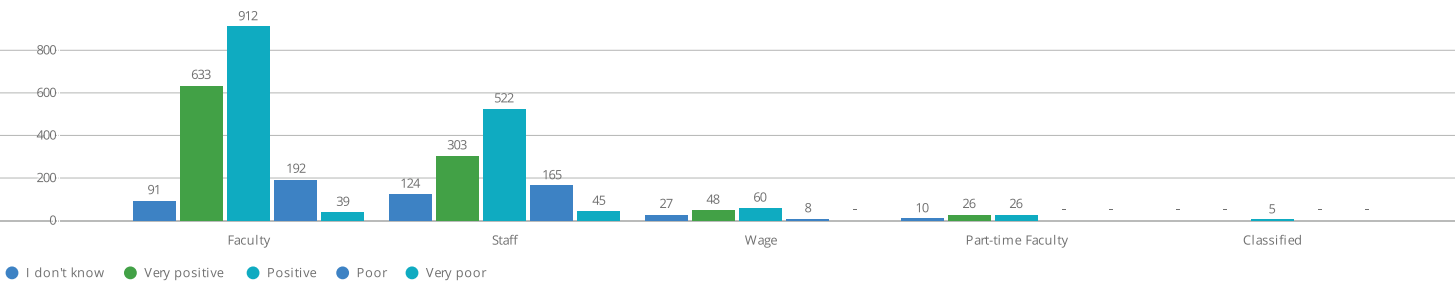
Based on your experiences and observations, how would you rate the quality of relationships in your department among faculty? 3250 Responses



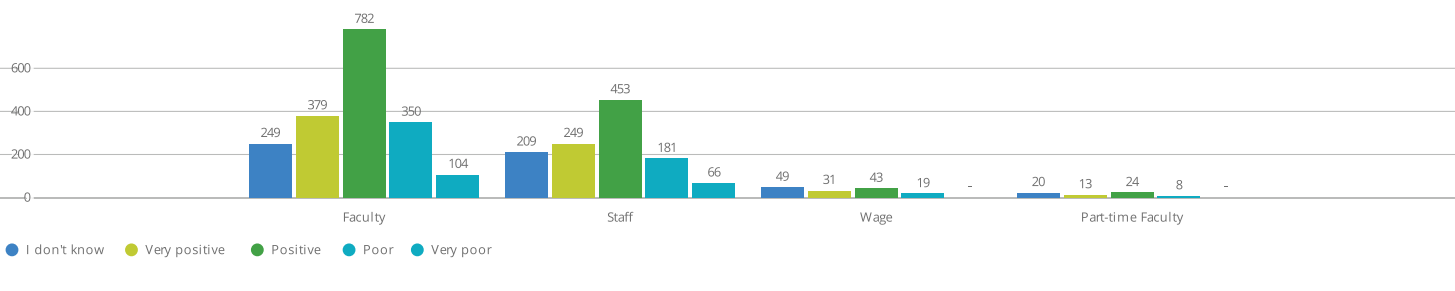
Based on your experiences and observations, how would you rate the quality of relationships in your department among faculty? 3250 Responses



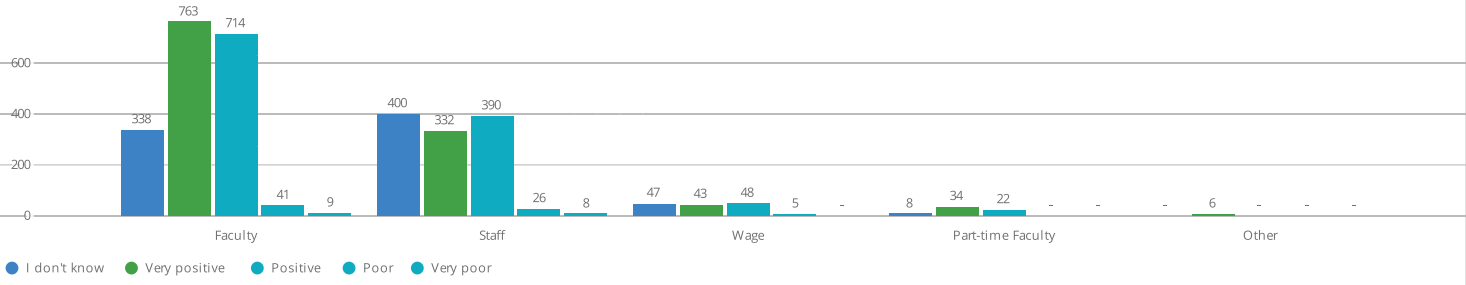
Based on your experiences and observations, how would you rate the quality of relationships in your department between faculty and staff? 3251 Responses



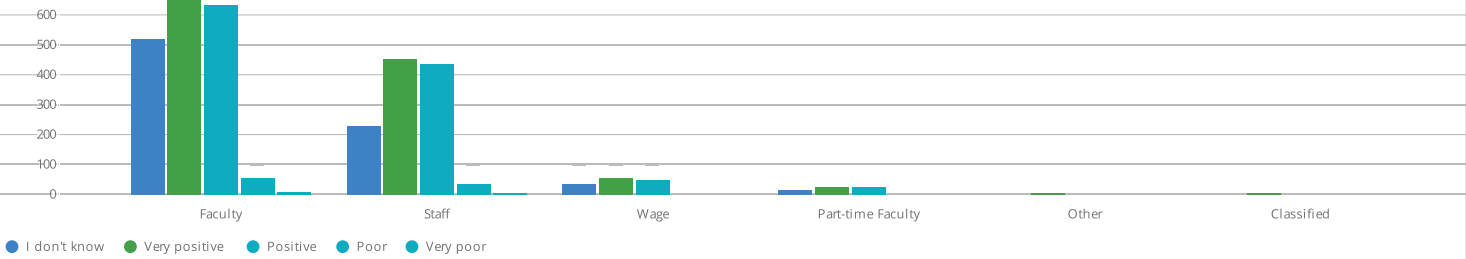
Based on your experiences and observations, how would you rate the quality of relationships in your department between faculty/staff and upper administration? 3249 Responses



Based on your experiences and observations, how would you rate the quality of relationships in your department between faculty and students? 3246 Responses



Based on your experiences and observations, how would you rate the quality of relationships in your department between staff and students? 3246 Responses



Quality Relationships ⓘ Percentage response represents % of participants who answered items as "somewhat agree" or "strongly agree."



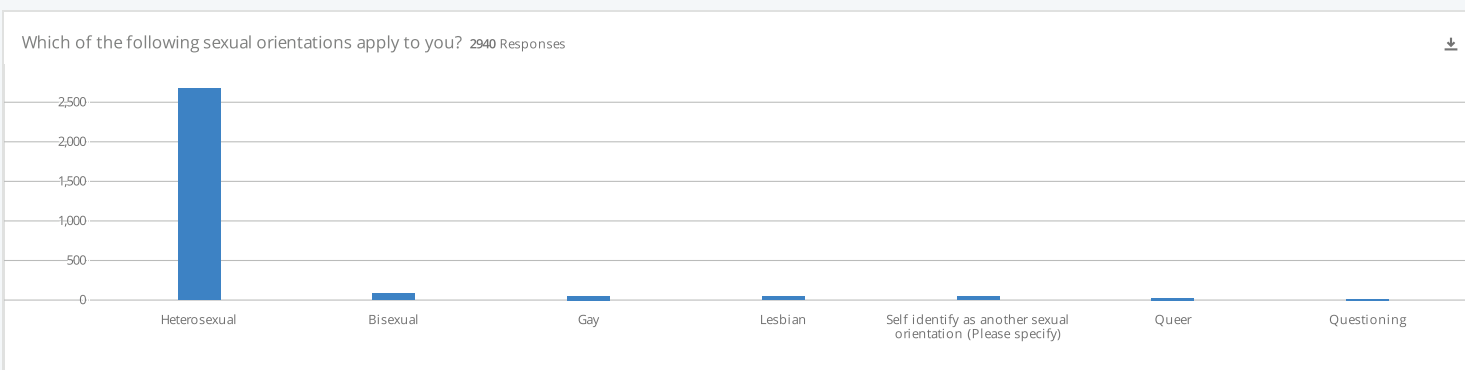
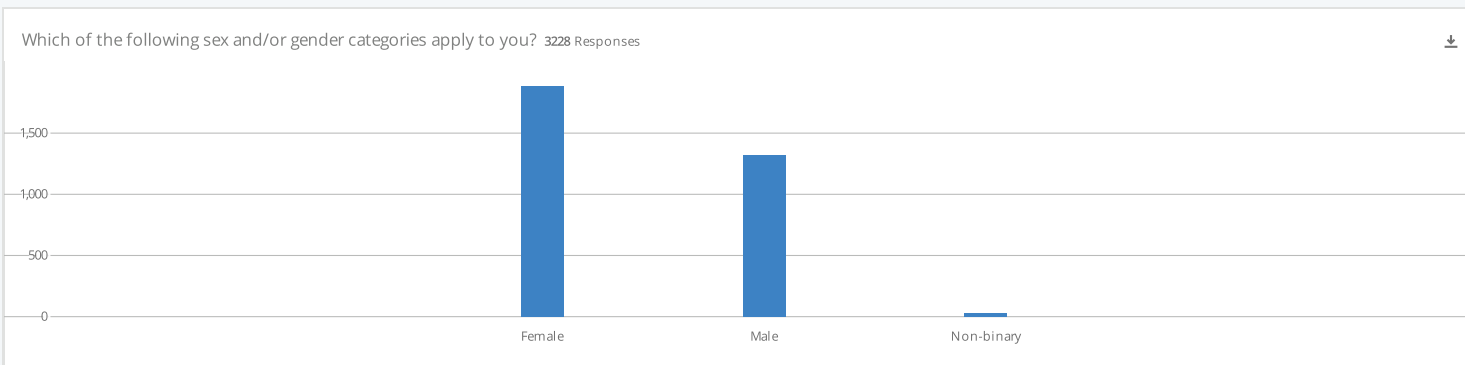
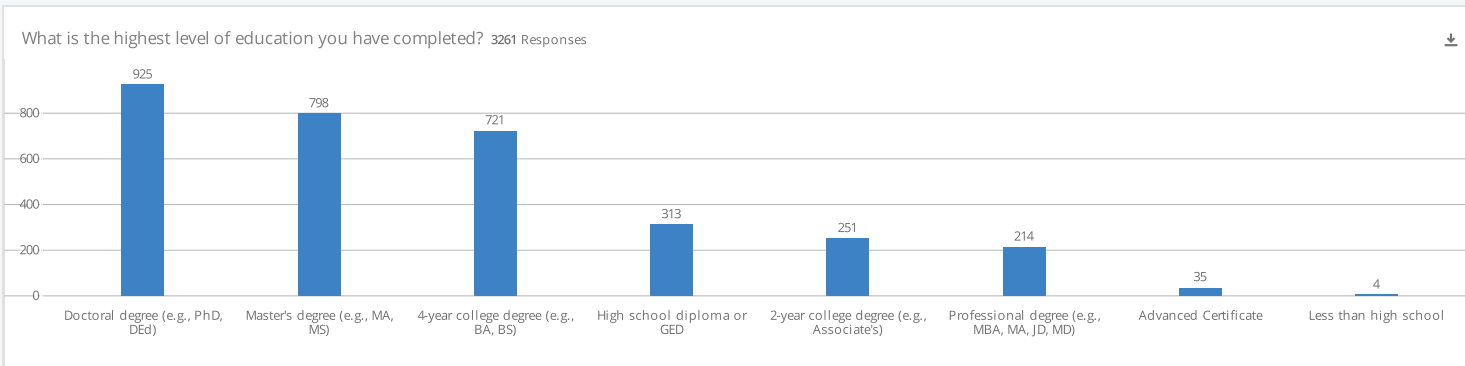
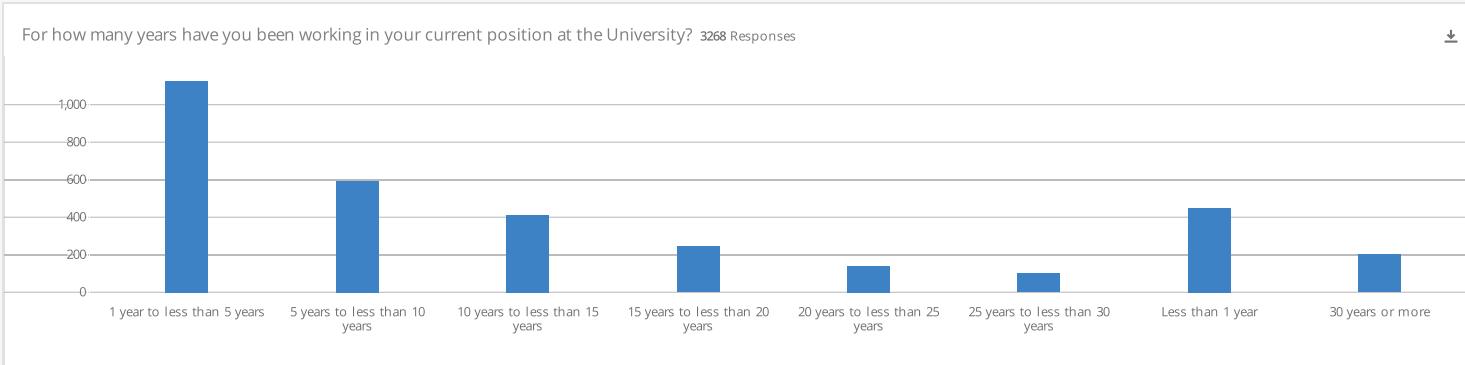
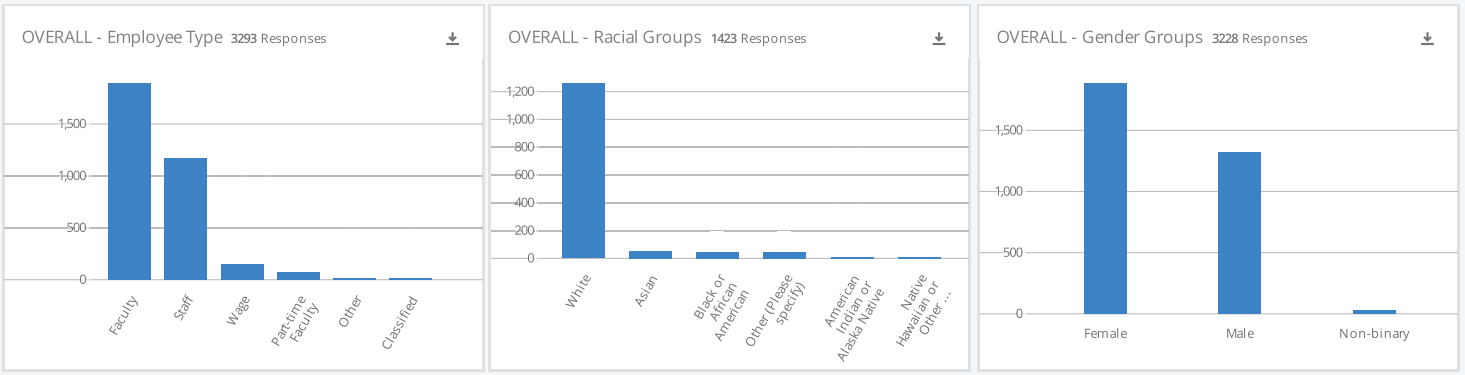
	Level Based	Faculty	Other	Part-time Faculty	Staff	Wage
People in my department/unit regularly collaborate well with each other.	77%	78%	100%	72%	75%	84%
People in my department/unit regularly collaborate well with others outside our department/unit.	75%	77%	67%	68%	73%	69%
I have high quality relationships with students at the university.	62%	68%	83%	74%	53%	54%

Resources and Infrastructure ⓘ Percentage response represents % of participants who answered items as "somewhat agree" or "strongly agree."

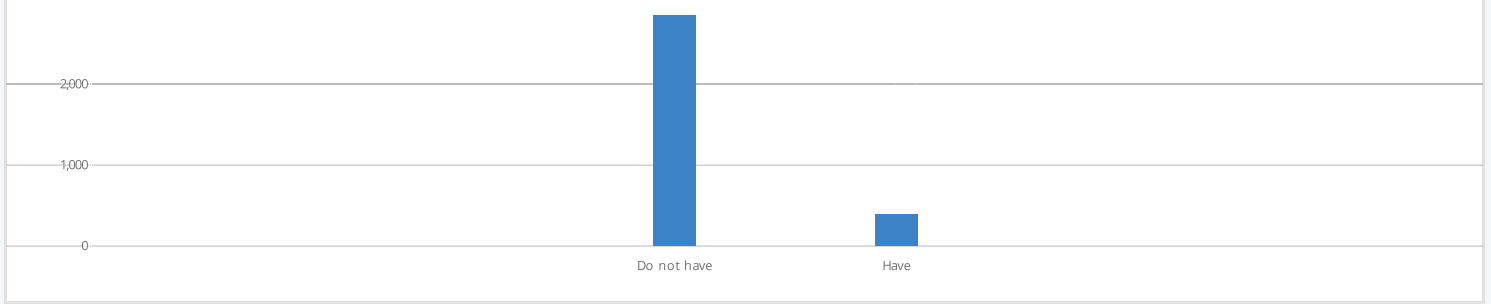


	Level Based	Faculty	Other	Part-time Faculty	Staff	Wage
I have the right tools and resources to do my job well.	74%	69%	100%	77%	80%	83%
The buildings on my campus meet accessibility needs.	68%	64%	83%	74%	72%	81%
I have access to accurate and timely information...es and procedures that I need to do my job well.	72%	69%	100%	69%	77%	80%

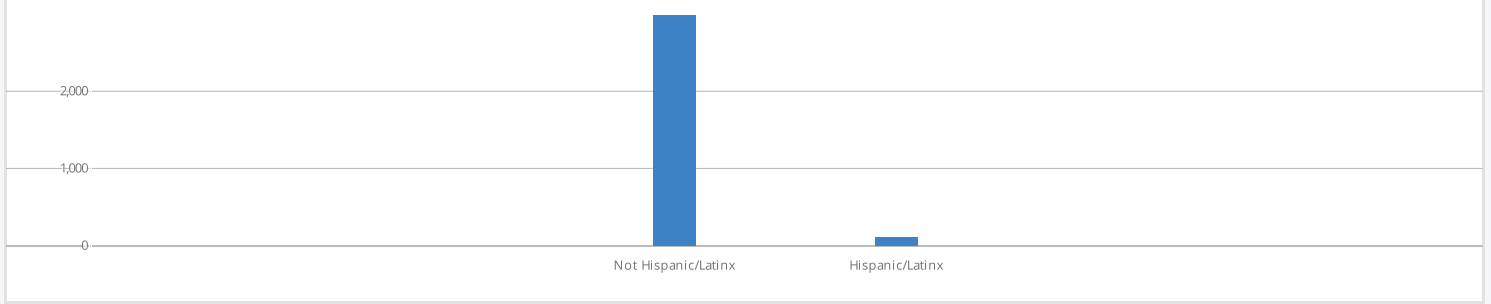
Demographics



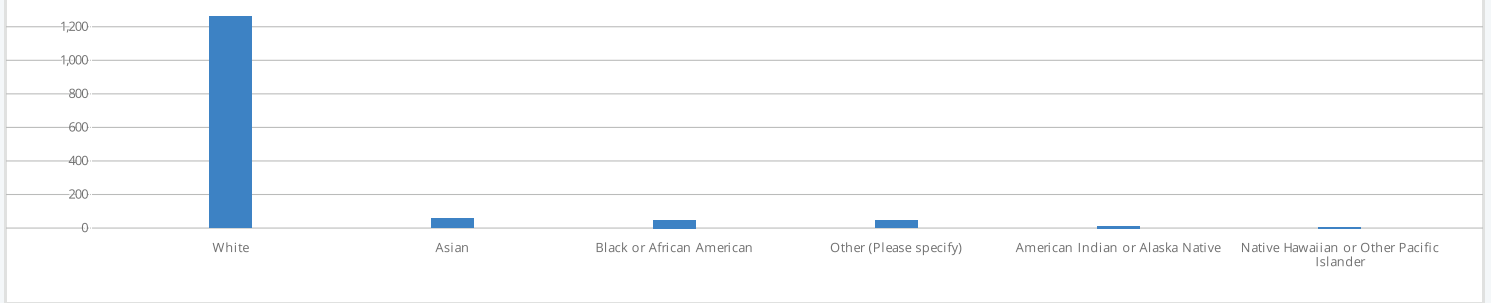
Do you currently have any type of disability? 3236 Responses



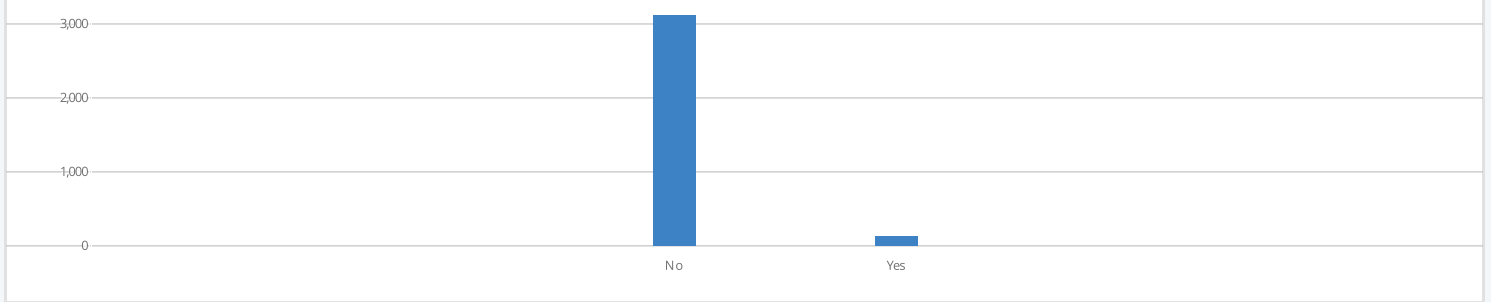
Are you Hispanic/Latinx? 3095 Responses



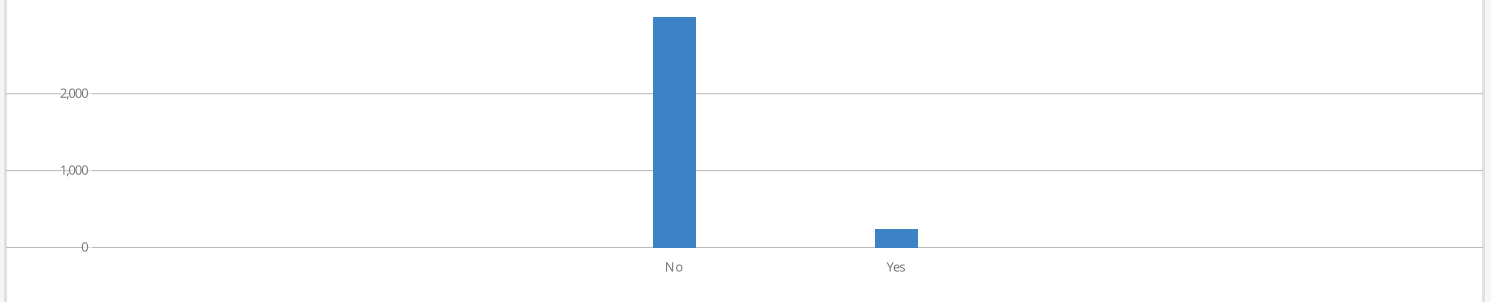
Which of the following racial groups best describes you? 1423 Responses



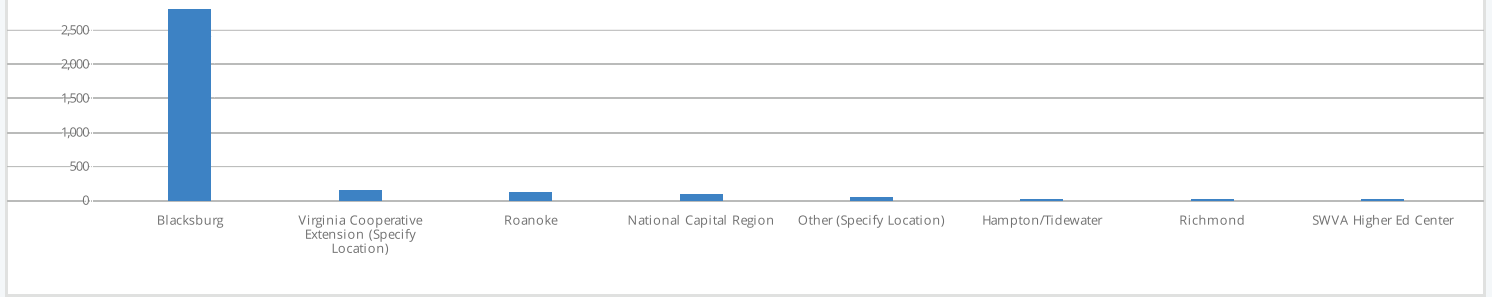
Are you an Active Duty Member or Veteran of the US Military? 3246 Responses



Do you consider yourself an international employee of Virginia Tech? 3234 Responses



Campus Location 3279 Responses



Virginia Tech Climate Survey 2018 – Survey Content and Questions

Virginia Tech is committed to creating and supporting a workplace climate that fosters inclusion and diversity, and allows all students and employees to be productive and engaged members of our campus communities. This survey should take approximately 20 minutes to complete, and will allow Virginia Tech's leaders to receive valuable input from students, faculty, and staff about their campus climate. All data from this survey will remain anonymous and will only be reported in aggregate form. Thank you for your participation in this important project.

- 1) As Virginia Tech has multiple campuses and locations, please select from the list below the location where you spend most of your time:
- Blacksburg
 - National Capital Region
 - Roanoke
 - Hampton/Tidewater
 - Richmond
 - SWVA Higher Ed Center
 - Virginia Cooperative Extension (Specify Location) _____
 - Other (Specify Location) _____
-

"Climate" may be considered as the atmosphere of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its members; the attitudes and values of its members and leaders; and the quality of personal interactions. It includes perceptions of inclusiveness, friendliness, cooperation, professionalism, recognition, support, and opportunities for advancement.

"Campus" refers to the campus or location at which you are primarily located and where you spend most of your time.


"Department/unit" refers to the primary department or unit to which you report.

Rating Scale: Strongly Agree – Disagree – Neither Agree or Disagree – Agree – Strongly Agree

- 2) The overall climate on my campus is good.
 - 3) The overall climate in my primary department/unit is good.
 - 4) My campus is friendly.
 - 5) My campus is inclusive.
 - 6) My campus is diverse.
 - 7) My department/unit is diverse.
 - 8) I feel isolated in my workplace.
 - 9) I feel comfortable expressing my personal identity at my workplace.
 - 10) I am familiar with the Virginia Tech Principles of Community.
 - 11) The Virginia Tech Principles of Community are important in maintaining a positive and productive environment on my campus.
 - 12) I am familiar with InclusiveVT.
 - 13) InclusiveVT is important in maintaining a positive and productive environment on my campus.
-

How effective are the actions of each of the following with respect to promoting inclusion and diversity at Virginia Tech?

Rating Scale: Not at all – Not Very – Somewhat – Very – I Don't Know



- 14) University leadership (President, Provost, and Board of Visitors)
 - 15) Campus leadership (Deans, Vice Presidents, Vice Provosts)
 - 16) Your department/unit leadership (Department/Unit Head, Chair, or Manager)
-

17) In the past year, how often have you personally experienced exclusionary, intimidating, offensive, and/or hostile conduct from members of this university?

Rating Scale: Extremely Often – Very Often – Somewhat Often – Not Very Often – Never

18) In the past year, how often have you heard others at the University make disparaging remarks about groups of people on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, veteran status, or any other identity characteristics?

Rating Scale: Extremely Often – Very Often – Somewhat Often – Not Very Often – Never

In the past year, how equitable do you feel the following practices or processes have been in your department/unit?

Rating Scale: Not at all – Not Very – Somewhat – Very – I Don't Know

- 19) Recruitment policies and practices
 - 20) Promotion decisions
 - 21) Salary decisions
 - 22) Allocation of space/equipment or other resources
 - 23) Access to departmental support staff
 - 24) Graduate student or resident/fellow assignments
 - 25) Retention practices
-

26) You indicated that at least one practice or process in your department/unit was "Not at All" or "Not Very" equitable in the past 12 months. To which of the following factors would you attribute the treatment? (Please select all that apply.)

- | | | |
|---------------------------|---------------------|--------------------|
| Age | Color | Disability |
| Sex (including pregnancy) | Gender | Gender identity |
| Gender expression | Genetic information | National origin |
| Political affiliation | Race | Sexual orientation |
| Veteran status | Another factor | |
-

Please share your perceptions about each of the following questions:

Rating Scale: Not at all – Not Very – Somewhat – Very – I Don't Know

27) How effective is your department/unit at attracting faculty and staff from groups currently underrepresented in your department (e.g. gender, race, ethnicity, disability, sexual orientation, or other identity characteristics)?

-
- 28) How effective is your department/unit at retaining faculty and staff from groups who are underrepresented in your department (e.g., gender, race, ethnicity, disability, sexual orientation, or other identity characteristics)?
 - 29) How effective is your department/unit at addressing issues of unfair or inequitable treatment on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, veteran status, or any other identity characteristics?
 - 30) How effective are university processes in addressing issues of treatment that are not fair and equitable?
 - 31) If you experienced treatment that was not fair and equitable, how confident are you that you can file a complaint or grievance without fear of negative consequences to you?
-

32) To the best of your knowledge, does the University have processes in place to assist employees if they experience any treatment that is not fair and equitable, or does it not?

Rating Scale: Yes – No

33) Do you know how to file a complaint or seek assistance for unfair or inequitable treatment at the university?

Rating Scale: Yes – No

Please rate your personal agreement with the following statements related to Effective Leadership:

Rating Scale: Strongly Disagree – Disagree – Neither Agree nor Disagree – Agree – Strongly Agree

- 34) The university and its leadership respond effectively to current events of importance to the university community.
 - 35) My department/unit head, chair, or manager creates a positive work environment for me.
 - 36) Recruitment practices in my department/unit contribute to maintaining a positive work environment.
 - 37) Current practices for recruiting faculty and staff in my department/unit are effective.
 - 38) Current practices for retaining faculty and staff in my department/unit are effective.
 - 39) The university leadership (President, Provost, and Board of Visitors) effectively promotes practices that help recruit underrepresented students.
 - 40) The university is committed to increasing access and broadening accessibility for students, particularly those who may have more financial constraints.
-

How satisfied are you with the recognition you receive for each of the following types of contribution to your job:

Rating Scale: Not at all – Not Very – Somewhat – Very – Does Not Apply

- 41) Day-to-day responsibilities
 - 42) Teamwork
 - 43) Research
 - 44) Teaching
 - 45) Service
 - 46) Inclusion and Diversity
 - 47) Outreach
 - 48) Leadership
-

Please rate your personal agreement with the following statements related to Professional Work Environment:

Rating Scale: Strongly Disagree – Disagree – Neither Agree nor Disagree – Agree – Strongly Agree

- 49) I feel safe in my immediate work environment.
 - 50) I feel safe on my campus.
 - 51) I have a voice in shaping my work environment.
-

Based on your experiences and observations, how would you rate the quality of relationships in your department/unit?

Rating Scale: Very Poor – Poor – Positive – Very Positive – I Don't Know

- 52) Among faculty
 - 53) Among staff
 - 54) Between faculty and staff
 - 55) Between faculty/staff and upper administration
 - 56) Between faculty and students
 - 57) Between staff and students
-

58) Is there anyone at the university whom you currently view as a mentor (or mentors) - an individual or individuals who give(s) advice, counsel(s) on career issues, and/or advocate(s) for you - or is there no one at the university like that? (Select all that apply.)

- No, there is not
 - Yes, through a formal mentorship program
 - Yes, through an informally developed relationship
-

Please rate your personal agreement with the following statements related to Quality Relationships:

Rating Scale: Strongly Disagree – Disagree – Neither Agree nor Disagree – Agree – Strongly Agree

- 59) People in my department/unit regularly collaborate well with each other.
- 60) People in my department/unit regularly collaborate well with others outside our department/unit.

61) I have high quality relationships with students at the university.

Please rate your personal agreement with the following statements related to Resources and Infrastructure:

Rating Scale: Strongly Disagree – Disagree – Neither Agree or Disagree – Agree – Strongly Agree

62) I have the right tools and resources to do my job well.

63) The buildings on my campus meet accessibility needs.

64) I have access to accurate and timely information about university policies and procedures that I need to do my job well.

How satisfied are you, overall, with each of the following:

Rating Scale: Not at All – Not Very – Somewhat – Very

65) Your job at the university

66) The opportunities you have for interesting and challenging work in your current job

67) The workload in your current job

68) The support for positive work-life balance at the university

69) The opportunities you have for career advancement within the university

70) If you had to do it over again, would you still make the choice to come to Virginia Tech?

- Yes
 - No
 - Not Sure
-

Demographics

71) For how many years have you been working in your current position at the University?

- Less than 1 year
- 1 year to less than 5 years
- 5 years to less than 10 years
- 10 years to less than 15 years
- 15 years to less than 20 years
- 20 years to less than 25 years
- 25 years to less than 30 years
- 30 years or more

72) What is the highest level of education you have completed?

- Less than high school
 - High school diploma or GED
 - 2-year college degree (e.g., Associate's)
 - 4-year college degree (e.g., BA, BS)
-

- Master's degree (e.g., MA, MS)
- Professional degree (e.g., MBA, MA, JD, MD)
- Doctoral degree (e.g., PhD, DEd)
- Advanced Certificate

73) Which of the following sex and/or gender categories apply to you?

- Female
- Male
- Non-binary

74) Which of the following sexual orientations apply to you?

- Lesbian
- Gay
- Bisexual
- Queer
- Questioning
- Heterosexual
- Self identify as another sexual orientation (Please specify)

75) Do you currently have any type of disability, or do you not? For the purposes of this question, a disability is any physical or mental impairment that substantially limits one or more major life activities and can include, but is not limited to non-obvious chronic conditions.

- Have
- Do not have

76) Are you Hispanic/Latinx, or are you not?

- Hispanic/Latinx
- Not Hispanic/Latinx

77) Which of the following racial groups best describes you? (Please select all that apply.)

- White
- Black or African American
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Other (Please specify)

78) Are you an Active Duty Member or Veteran of the US Military?

- Yes
- No

79) Do you consider yourself as an international employee of Virginia Tech?

- Yes
- No

