

2021 Climate Survey Report

Executive Summary

The employee climate survey is conducted every two to three years to offer Virginia Tech employees the opportunity to provide feedback on perceptions of campus climate, leadership, job and work, and inclusion and diversity. During the 2021 survey, employees also had the opportunity to provide feedback on the COVID-19 pandemic.

Sponsored by the <u>Division of Human Resources</u>, the survey was designed by a cross-functional committee of survey and assessment experts across campus. This year's survey questions were simplified, streamlined, and standardized, using a consistent measurement scale across questions. The number of questions was significantly reduced. Demographic options were updated to reflect inclusive language. Participation was offered through multiple channels. Confidentiality was discussed and emphasized. The minimum participants for any identifiable group was increased from five to ten. Comparison of 2018 and 2021 surveys will be reduced based up the change in Likert scales in the current survey and analysis.

All employees, with the exception of student employees, were invited to take the survey between Apr. 13 and May 3, 2021. The survey consisted of 55 questions. The survey was conducted a year into the COVID-19 pandemic. At the time of the survey, many employees were continuing with quarantine restrictions and remote work. Participation included the responses of 3,267 employees. The median time for employees to complete the survey was about 8 minutes. Questions related to demographics were intentionally situated at the end of the survey. All other questions were random in order for each participant. All responses were included in the results regardless of the number of questions answered. This provided the opportunity for individuals to skip questions they did not wish to answer.

2021 results summary

When asked if they would make the choice to join Virginia Tech again, 77 percent said they would. The current campus employment climate is good according to 77 percent of employees. During the pandemic employees found that while working remotely they could successfully complete their work and manage their lives better; employees wanted to continue working remotely. Additionally, nearly 90 percent of respondents planned to get vaccinated or were already vaccinated at the time of the survey.

Employees say they are satisfied with their job (79 percent) and that people in their department or unit work well together (80 percent). Employees agree that their department/unit leadership provided the support needed to work during the pandemic (85 percent) and that they feel safe in their workplace environment (91 percent).

The survey reveals opportunities for improvement as well, such as providing effective processes to help employees if they receive unfair or inequitable treatment. A majority of employees feel less confident in their ability to get help if they feel they receive unfair or inequitable treatment (52 percent). Additionally, employees are less confident that their individual compensation is equivalent to the value they provide.

Demographic Representation

Females and white employees are slightly overrepresented while white males and Asian employees are underrepresented. We also see that faculty Is overrepresented in the survey while graduate assistants are underrepresented.



Climate Survey 2021

Demographic Report



Explanation and Interpretation

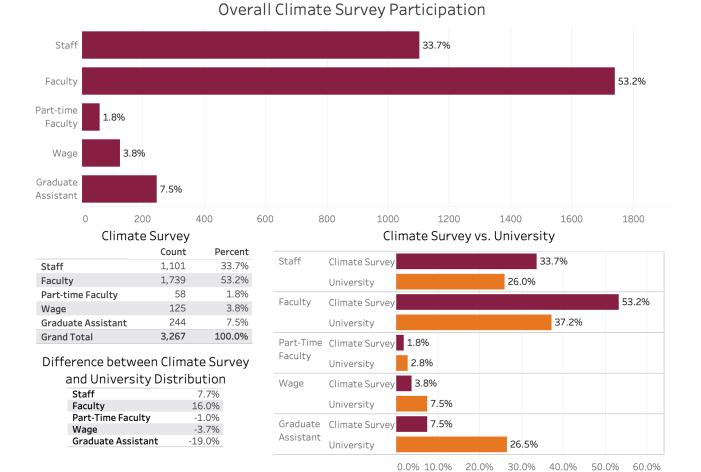
This report summarizes the demographic composition of the participants of the 2021 climate survey. All employees, with the exception of student wage, were invited to take the survey between Apr. 13, and May 3, 2021. The survey consisted of 55 questions. Twenty-six percent (3,267) of employees responded to the survey.

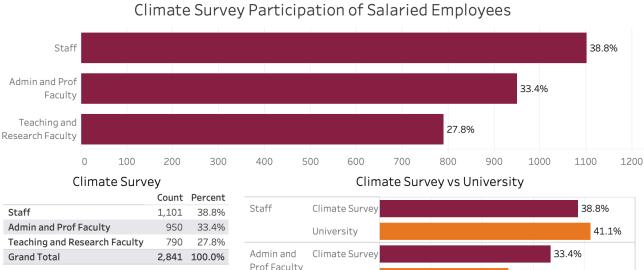
University demographics are included alongside the survey demographics and were relevant as of May 1, 2021. Understanding the demographics of the survey participants to those of the university enables us to examine the validity of generalizing from the sample who chose to participate in the survey to the larger population of university employees. As a whole, the survey represents Virginia Tech's employee population well.

Points to note:

- Faculty is overrepresented while graduate assistants are underrepresented.
- Salaried representation is fairly representative of the university's population.
- Females are overrepresented while males are underrepresented.
- White employees are overrepresented. Asian employees are underrepresented.

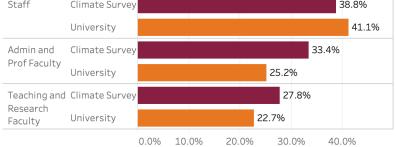
This report excludes surveys completed via QR code or paper survey. Additionally, categories with less than 10 submissions were excluded from demographic reporting to protect anonymity.

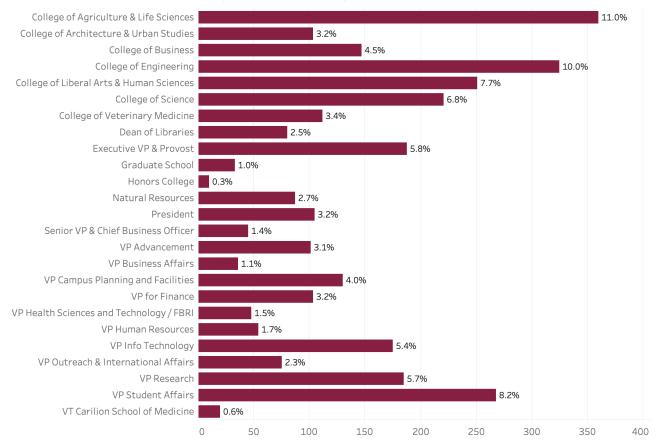




Difference between Climate Survey

and University Distribution		
Staff	-2.3%	
Admin and Prof Faculty	8.2%	
Teaching and Research Faculty	5.1%	





Climate Survey Participation by Senior Management Area

Climate Survey

	Count	Percent
College of Agriculture & Life Sciences	360	11.0%
College of Architecture & Urban Studies	103	3.2%
College of Business	147	4.5%
College of Engineering	325	10.0%
College of Liberal Arts & Human Sciences	251	7.7%
College of Science	221	6.8%
College of Veterinary Medicine	112	3.4%
Dean of Libraries	80	2.5%
Executive VP & Provost	188	5.8%
Graduate School	33	1.0%
Honors College	10	0.3%
Natural Resources	87	2.7%
President	105	3.2%
Senior VP & Chief Business Officer	45	1.4%
VP Advancement	101	3.1%
VP Business Affairs	36	1.1%
VP Campus Planning and Facilities	130	4.0%
VP for Finance	103	3.2%
VP Health Sciences and Technology / FBRI	48	1.5%
VP Human Resources	54	1.7%
VP Info Technology	175	5.4%
VP Outreach & International Affairs	75	2.3%
VP Research	185	5.7%
VP Student Affairs	268	8.2%
VT Carilion School of Medicine	20	0.6%
Grand Total	3,262	100.0%

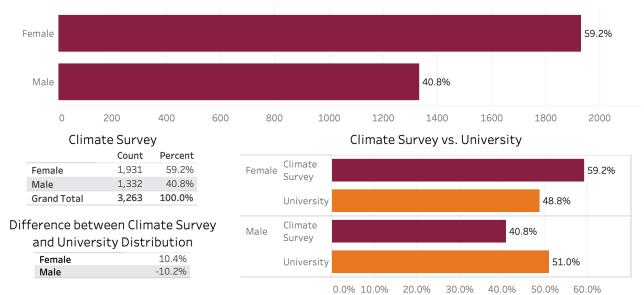
Difference between Climate Survey and University Distribution

College of Agriculture & Life Sciences	-1.4%
College of Architecture & Urban Studies	-0.2%
College of Business	1.6%
College of Engineering	-7.7%
College of Liberal Arts & Human Sciences	-0.1%
College of Natural Resources	-0.2%
College of Science	-2.7%
College of Veterinary Medicine	-0.8%
Dean of Libraries	1.1%
Executive VP & Provost	2.7%
Graduate School	-0.5%
Honors College	0.1%
President	0.3%
Senior VP & Chief Business Officer	0.3%
VP Advancement	1.1%
VP Business Affairs	0.3%
VP Campus Planning and Facilities	0.3%
VP Finance	1.7%
VP Health Sciences and Technology / FBRI	-0.5%
VP Human Resources	1.1%
VP Info Technology	2.2%
VP Outreach & International Affairs	0.9%
VP Research	0.4%
VP Student Affairs	0.6%
VT Carilion School of Medicine	-0.3%

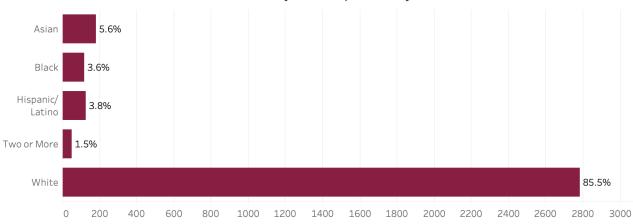
Senior Management Area Distribution Climate Survey vs. University

College of Agriculture & Life	Climate Survey					11	.0%		
Sciences	University					11.	12.4%		
College of Architecture &	Climate Survey		3.2%				12.470		
Jrban Studies	University		3.4%						
college of Business	Climate Survey		4.5%						
onege of business	-	2	.9%)					
	University	2	.9%			10.00/			
ollege of Engineering	Climate Survey					10.0%			
	University							1	7.7%
ollege of Liberal Arts & uman Sciences	Climate Survey				7.7%				
	University				7.8%				
ollege of Natural Resources		2.7							
	University	2	.9%						
ollege of Science	Climate Survey			6.8	%				
	University					9.5%			
ollege of Veterinary	Climate Survey		3.4%						
ledicine	University		4.2%						
ean of Libraries	Climate Survey	2.59	%						
	University	1.4%		_					
xecutive VP & Provost	Climate Survey			5.8%					
	University	3	3.1%						
raduate School	Climate Survey	1.0%							
	University	1.5%							
onors College	Climate Survey	0.3%							
	University	0.2%							
resident	Climate Survey		3.2%						
	University	2	.9%						
enior VP & Chief Business	Climate Survey	1.4%							
officer	University	1.1%							
P Advancement	Climate Survey		3.1%						
	University	2.0%							
P Business Affairs	Climate Survey	1.1%							
	University	0.8%							
P Campus Planning and	Climate Survey		4.0%						
acilities	University		3.7%						
P Finance	Climate Survey		3.2%						
	University	1.5%	0.270						
P Health Sciences and	Climate Survey	1.5%							
echnology / FBRI	University	2.0%							
P Human Resources	Climate Survey	1.7%							
r Human Resources	University	0.6%							
P Info Technology	Climate Survey	0.070		5.4%					
r mo reciliology	-			J.470					
D Outroach & Internetion -	University		3.2%						
P Outreach & International ffairs	Climate Survey	2.3%)						
	University	1.4%		5 694					
P Research	Climate Survey			5.6%					
	University			5.6%					
P Student Affairs	Climate Survey				8.2%				
	University				7.6%				
T Carilion School of	Climate Survey	0.6%							
ledicine	University	0.9%							

Climate Survey Participation by Gender



*Individuals who do not identify as male or female also participated in the survey. In order to protect anonymity, these individuals are not reported in the above information.



Climate Survey Participation by Race

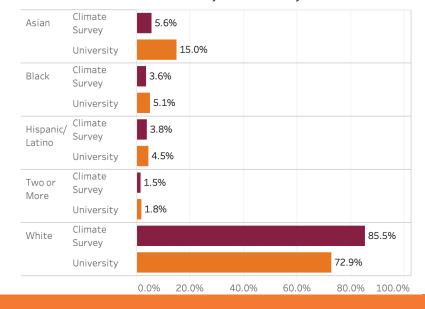
Climate Survey

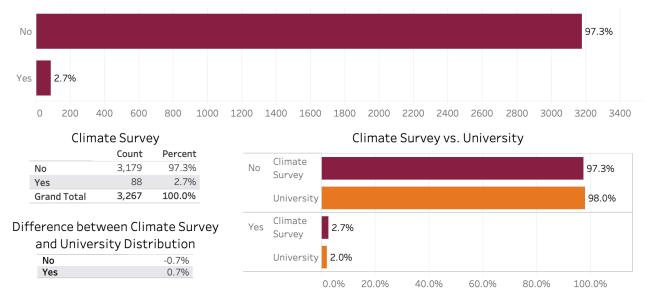
	Count	Percent
Asian	181	5.6%
Black	117	3.6%
Hispanic/ Latino	125	3.8%
Two or More	49	1.5%
White	2,782	85.5%
Grand Total	3,254	100.0%

Difference between Climate Survey and University

	Jicy
Asian	-9.4%
Black	-1.5%
Hispanic/ Latino	-0.7%
Two or More	-0.3%
White	12.6%

Climate Survey vs. University





Climate Survey Participation by Veteran Status



Climate Survey 2021

Historical Questions

I

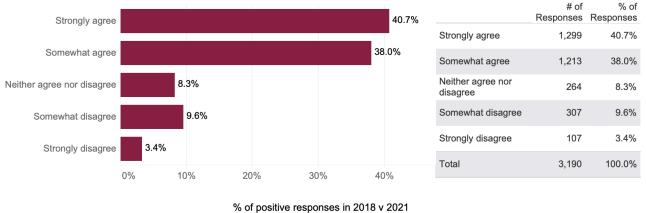
Page 10

Explanation and Interpretation

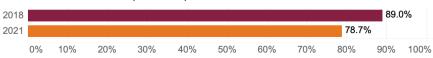
This report summarizes the historical questions on the 2021 climate survey. The six historical questions are as follows:

- I. I am satisfied with my job at the university.
- II. I am satisfied with the workload in my current job.
- III. I have opportunities for career advancement within the university.
- IV. The university supports a positive work life balance.
- V. The Virginia Tech Principles of Community are reflected in my work environment.
- VI. The values of InclusiveVT are reflected in my work environment.

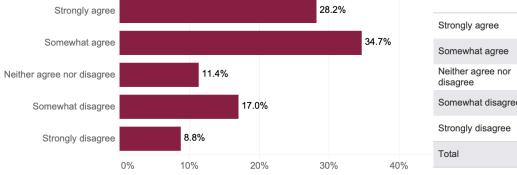
The report also provides a comparison of positive responses in 2021 versus 2018. It is important to note that question wording and scales have changed since 2018. Therefore, a true statistical analysis examining the differences is not valid. The comparison does provide an overview and general understanding of the university's climate.



I. I am satisfied with my job at the university.



II. I am satisfied with the workload in my current job.

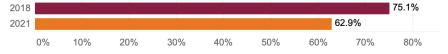


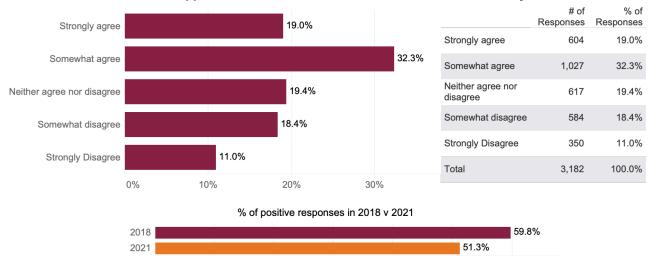
	Responses	Responses
Strongly agree	882	28.2%
Somewhat agree	1,084	34.7%
Neither agree nor disagree	355	11.4%
Somewhat disagree	532	17.0%
Strongly disagree	274	8.8%
Total	3,127	100.0%

of

% of

% of positive responses in 2018 v 2021





III. I have opportunities for career advancement within the university.

IV. The university supports a positive work life balance.

30%

40%

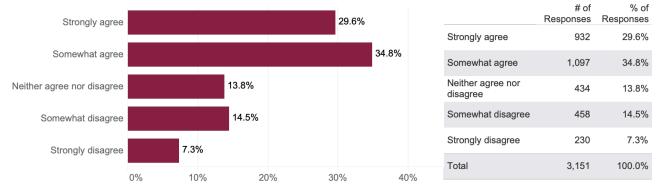
50%

60%

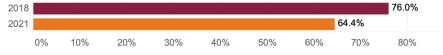
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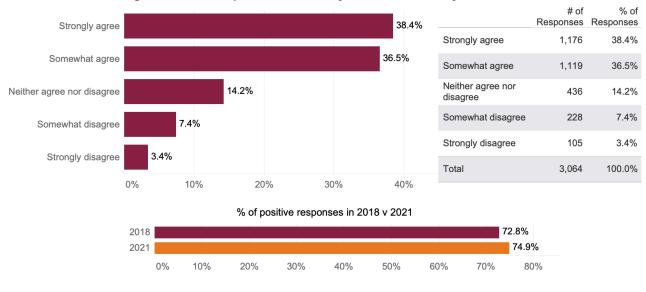
10%

20%



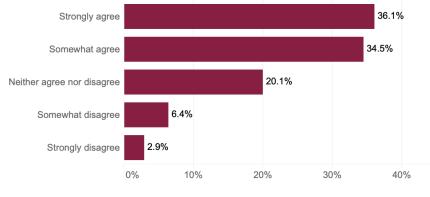
% of positive responses in 2018 v 2021





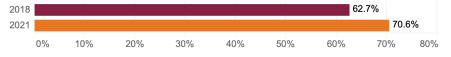
V. The Virginia Tech Principles of Community are reflected in my work environment.

VI. The values of inclusiveVT are reflected in my work environment.



	# of Responses	% of Responses
Strongly agree	1,101	36.1%
Somewhat agree	1,053	34.5%
Neither agree nor disagree	612	20.1%
Somewhat disagree	195	6.4%
Strongly disagree	88	2.9%
Total	3,049	100.0%

% of positive responses in 2018 v 2019





Climate Survey 2021

All Question Summary

I

Explanation and Interpretation

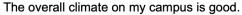
This report summarizes responses for all questions from the 2021 climate survey.

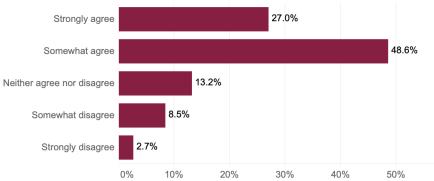
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Points to note:

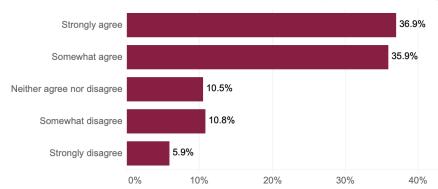
- Faculty is overrepresented while graduate assistants are underrepresented.
- Salaried representation is fairly representative of the university's population.
- Females are overrepresented while males are underrepresented.
- White employees are overrepresented. Asian employees are underrepresented.

Responses with less than 10 submissions were excluded from demographic reporting to protect anonymity.





•		
	# of Responses	
Strongly agree	874	27.0%
Somewhat agree	1,570	48.6%
Neither agree nor disagree	428	13.2%
Somewhat disagree	274	8.5%
Strongly disagree	87	2.7%
Total	3,233	100.0%

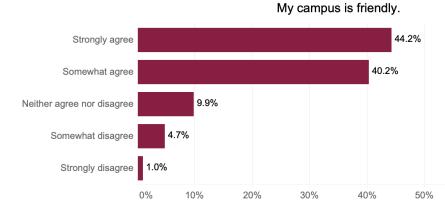


The overall climate in my department/unit is good.

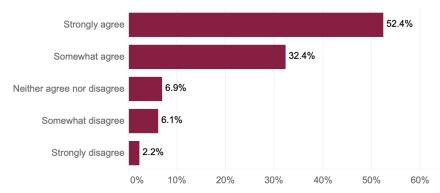
Responses	Responses
1,169	36.9%
1,135	35.9%
332	10.5%
342	10.8%
186	5.9%
3,164	100.0%
	1,169 1,135 332 342 186

of

% of

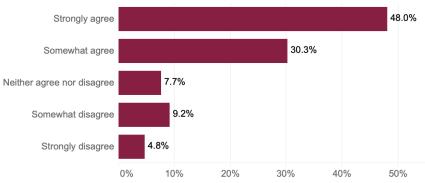


My department/unit is friendly.



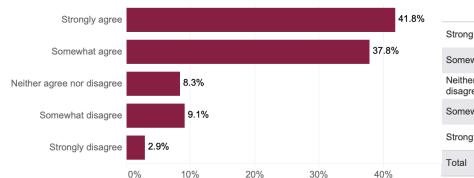
	# of Responses	% of Responses
Strongly agree	1,386	44.2%
Somewhat agree	1,262	40.2%
Neither agree nor disagree	309	9.9%
Somewhat disagree	148	4.7%
Strongly disagree	32	1.0%
Total	3,137	100.0%

	# of Responses	% of Responses
Strongly agree	1,628	52.4%
Somewhat agree	1,007	32.4%
Neither agree nor disagree	215	6.9%
Somewhat disagree	190	6.1%
Strongly disagree	68	2.2%
Total	3,108	100.0%



My department/unit leadership creates a positive work environment for me.

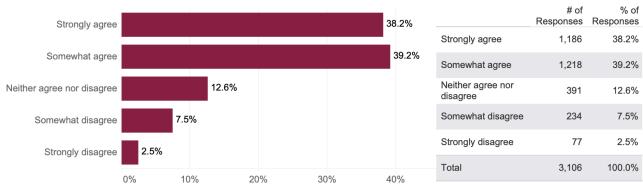
	# of Responses	% of Responses
Strongly agree	1,533	48.0%
Somewhat agree	966	30.3%
Neither agree nor disagree	246	7.7%
Somewhat disagree	294	9.2%
Strongly disagree	153	4.8%
Total	3,192	100.0%



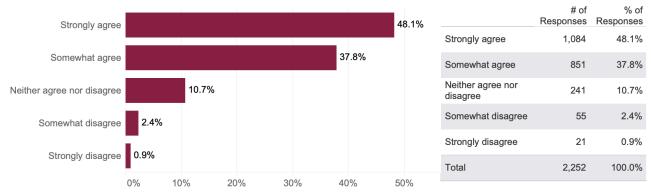
People in my department/unit work well together.

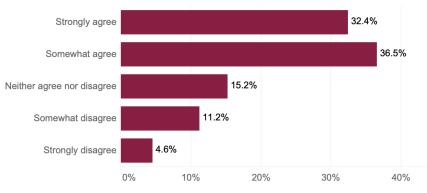
	# of Responses	% of Responses
Strongly agree	1,332	41.8%
Somewhat agree	1,205	37.8%
Neither agree nor disagree	265	8.3%
Somewhat disagree	290	9.1%
Strongly disagree	93	2.9%
Total	3,185	100.0%

The working relationships between faculty and staff in my department/unit are successful.



My professional/academic relationship with VT students are high quality.

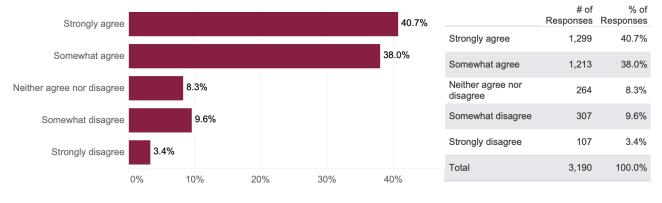




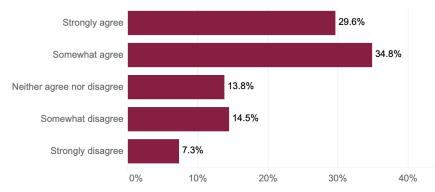
Virginia Tech responds effectively to current events relevant to the university.

	# of Responses	% of Responses
Strongly agree	998	32.4%
Somewhat agree	1,125	36.5%
Neither agree nor disagree	469	15.2%
Somewhat disagree	345	11.2%
Strongly disagree	142	4.6%
Total	3,079	100.0%

I am satisfied with my job at the university.

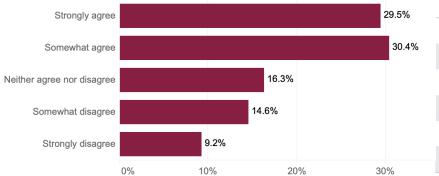


The university supports a positive work life balance.

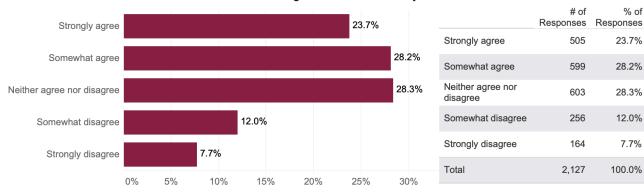


	# of Responses	% of Responses
Strongly agree	932	29.6%
Somewhat agree	1,097	34.8%
Neither agree nor disagree	434	13.8%
Somewhat disagree	458	14.5%
Strongly disagree	230	7.3%
Total	3,151	100.0%

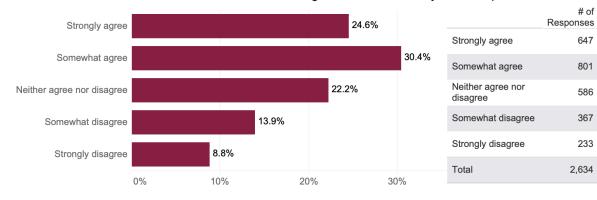
I am satisfied with the recognition I receive for my day to day responsibilities.



	# of Responses	% of Responses
Strongly agree	936	29.5%
Somewhat agree	965	30.4%
Neither agree nor disagree	519	16.3%
Somewhat disagree	463	14.6%
Strongly disagree	293	9.2%
Total	3,176	100.0%

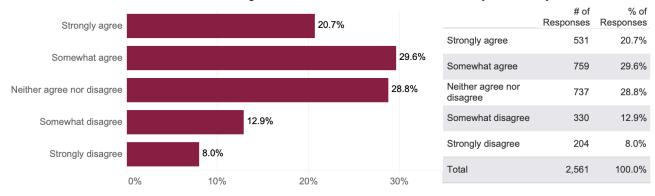


I am satisfied with the recognition I receive for my outreach work.

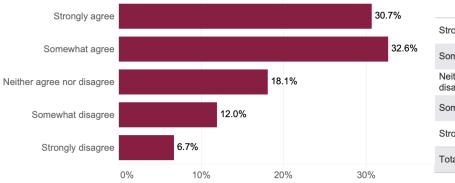


I am satisfied with the recognition I receive for my leadership.

I am satisfied with the recognition I receive for service to the university community.



I am satisfied with the recognition I receive for my teamwork.



	# of Responses	% of Responses
Strongly agree	900	30.7%
Somewhat agree	958	32.6%
Neither agree nor disagree	531	18.1%
Somewhat disagree	351	12.0%
Strongly disagree	196	6.7%
Total	2,936	100.0%

% of

24.6%

30.4%

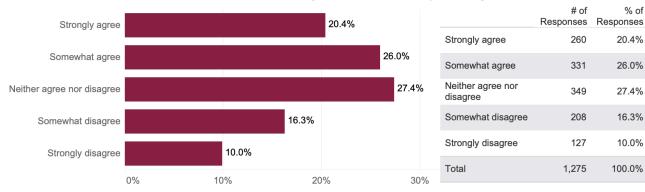
22.2%

13.9%

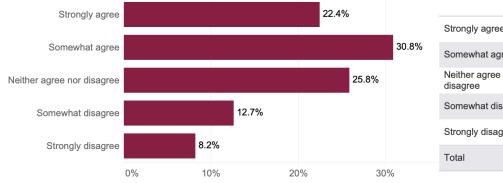
8.8%

100.0%

Responses



I am satisfied with the recognition I receive for my teaching.



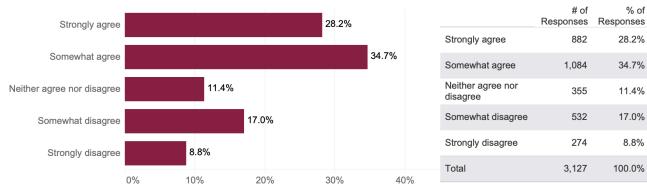
I am satisfied with the recognition I receive for my research.

	Responses	Responses
Strongly agree	259	22.4%
Somewhat agree	356	30.8%
Neither agree nor disagree	298	25.8%
Somewhat disagree	146	12.7%
Strongly disagree	95	8.2%
Total	1,154	100.0%

of

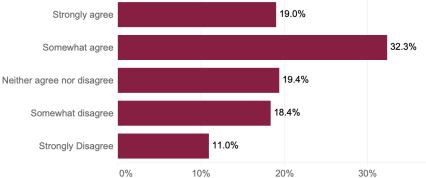
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I am satisfied with the workload in my current job.



Current practices for recruiting faculty and staff in my department/unit are effective.

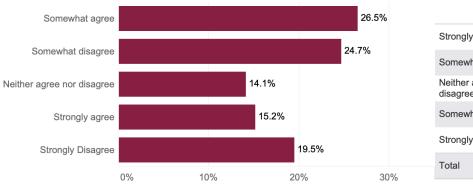
Strongly agree			20.7%				# of Responses	% of Responses
Somewhat agree			T		31.9%	Strongly agree	628	20.7%
Contennat agree						Somewhat agree	969	31.9%
Neither agree nor disagree			2	25.9%		Neither agree nor disagree	786	25.9%
Somewhat disagree		14.8%				Somewhat disagree	450	14.8%
Strongly disagree	6.8%	,				Strongly disagree	206	6.8%
	0% 1	0% 2	20%	30%		Total	3,039	100.0%



I have opportunities for career advancement within the university.

and annitorony.		
	# of Responses	% of Responses
Strongly agree	604	19.0%
Somewhat agree	1,027	32.3%
Neither agree nor disagree	617	19.4%
Somewhat disagree	584	18.4%
Strongly Disagree	350	11.0%
Total	3,182	100.0%

My compensation is equivalent to the value I provide to the university.

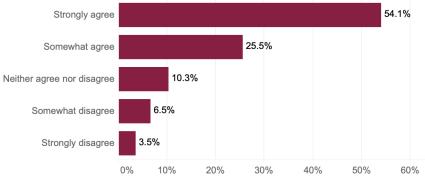


Strongly agree47215.2%Somewhat agree82426.5%Neither agree nor disagree44014.1%Somewhat disagree76824.7%Strongly Disagree60719.5%Total3,111100.0%		# of Responses	% of Responses
Neither agree nor disagree44014.1%Somewhat disagree76824.7%Strongly Disagree60719.5%	Strongly agree	472	15.2%
disagree 440 14.1% Somewhat disagree 768 24.7% Strongly Disagree 607 19.5%	Somewhat agree	824	26.5%
Strongly Disagree 607 19.5%	0	440	14.1%
	Somewhat disagree	768	24.7%
Total 3,111 100.0%	Strongly Disagree	607	19.5%
	Total	3,111	100.0%

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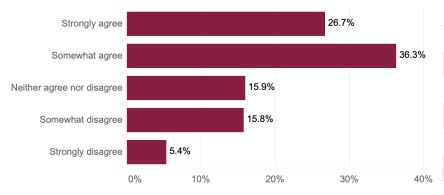
~ .

If I had to do it all over again, I would still make the choice to work at VT.

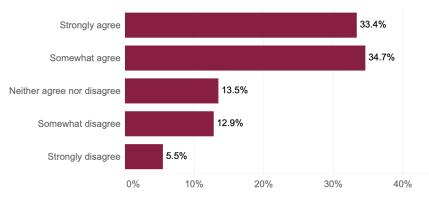


	# of Responses	% of Responses
Strongly agree	1,681	54.1%
Somewhat agree	793	25.5%
Neither agree nor disagree	320	10.3%
Somewhat disagree	203	6.5%
Strongly disagree	110	3.5%
Total	3,107	100.0%

My campus is inclusive and diverse.



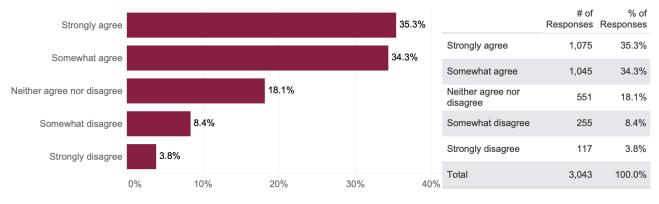
	# of Responses	% of Responses
Strongly agree	833	26.7%
Somewhat agree	1,131	36.3%
Neither agree nor disagree	497	15.9%
Somewhat disagree	492	15.8%
Strongly disagree	167	5.4%
Total	3,120	100.0%



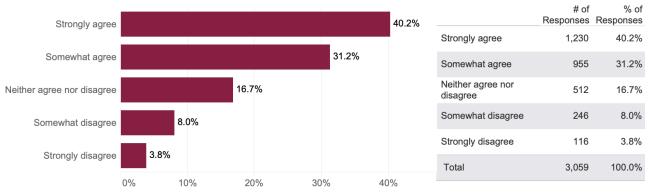
My department/unit is inclusive and diverse.

-		
	# of Responses	
Strongly agree	1,022	33.4%
Somewhat agree	1,061	34.7%
Neither agree nor disagree	413	13.5%
Somewhat disagree	394	12.9%
Strongly disagree	169	5.5%
Total	3,059	100.0%

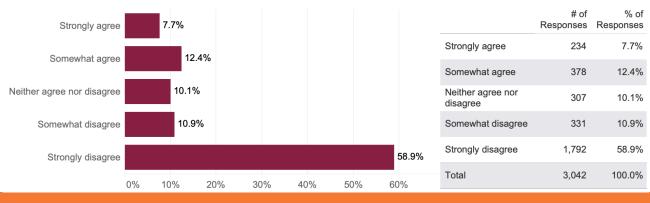
University leadership is effective in promoting inclusion and diversity at Virginia Tech.



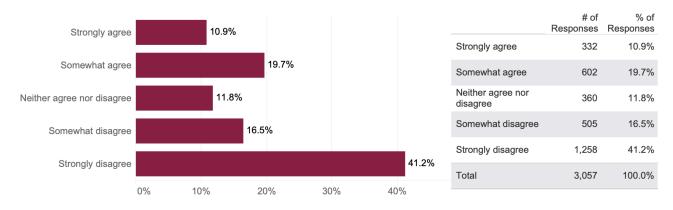
My department/unit leadership is effective in promoting inclusion and diversity at Virginia Tech.



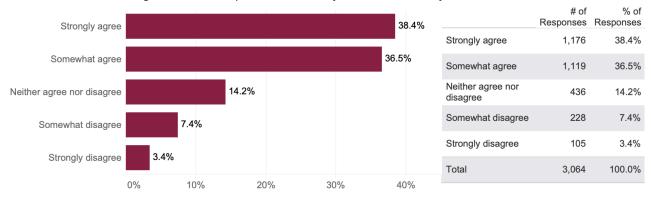
In the past year, I have personally experienced exclusionary, intimidating, offensive, and/or hostile conduct from members of the university.



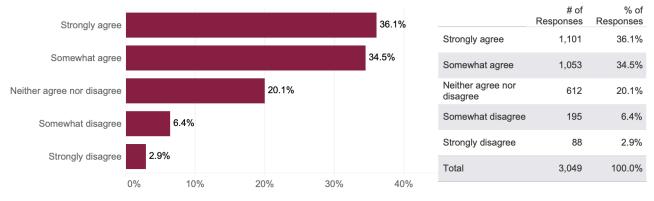
In my role at Virginia Tech, I have heard or observed others make negative remarks about groups of people on the basis of age, color, disability, gender, gender identity, gender expression, genetic information, national origin, pregnancy, political affiliation, race, religion, sexual orientation, veteran status, or another identity characteristic.

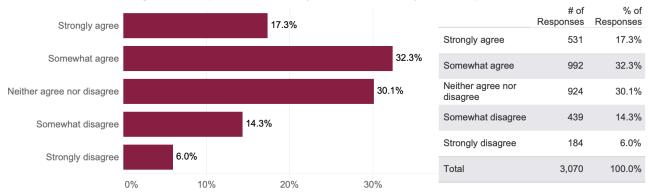


The Virginia Tech Principles of Community are reflected in my work environment.



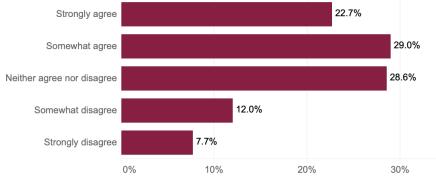
The values of inclusiveVT are reflected in my work environment.



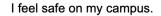


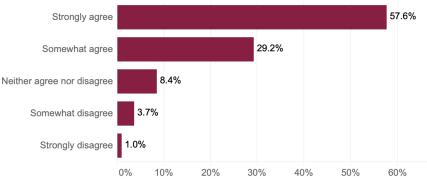
The working relationships between faculty/staff and university leadership are successful.

The university has effective processes in place to help employees if they experience unfair or inequitable treatment.



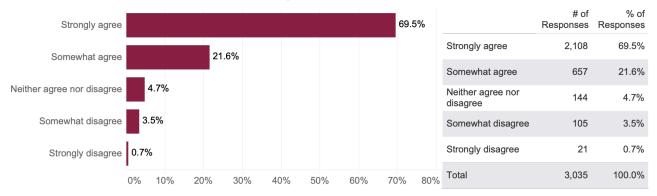
	# of Responses	% of Responses
Strongly agree	689	22.7%
Somewhat agree	879	29.0%
Neither agree nor disagree	867	28.6%
Somewhat disagree	365	12.0%
Strongly disagree	235	7.7%
Total	3,035	100.0%

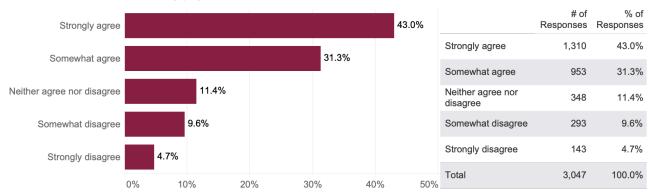




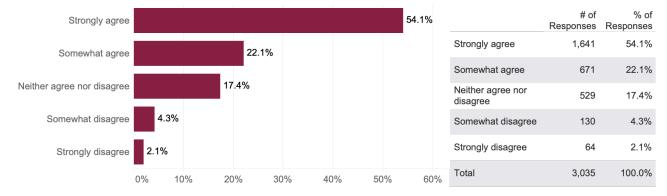
	# of Responses	% of Responses
Strongly agree	1,775	57.6%
Somewhat agree	900	29.2%
Neither agree nor disagree	260	8.4%
Somewhat disagree	114	3.7%
Strongly disagree	30	1.0%
Total	3,079	100.0%

I feel safe in my imediate work environment.



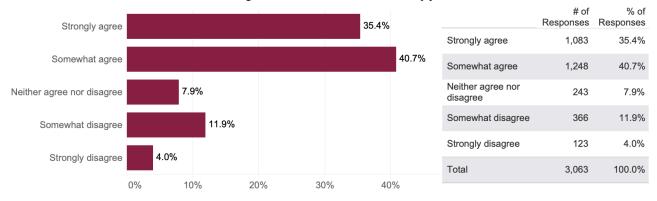


My physical environment is functional and well-maintained.

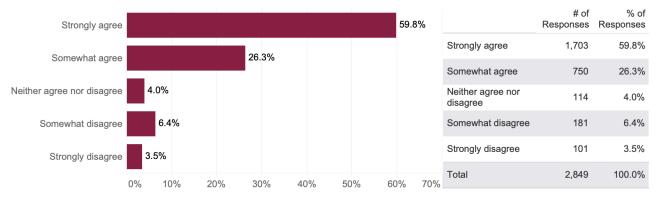


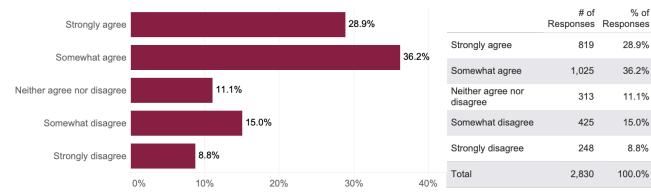
The buildings on my campus meet my accessibility needs.

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



I have the technology I need to successfully work remotely.



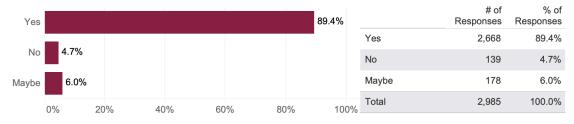


I feel connected to my coworkers although we are physically separated.

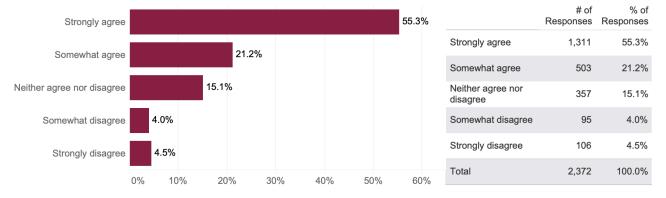
% of

8.8%

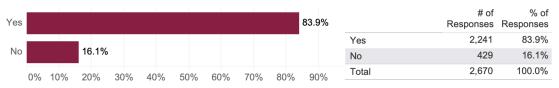




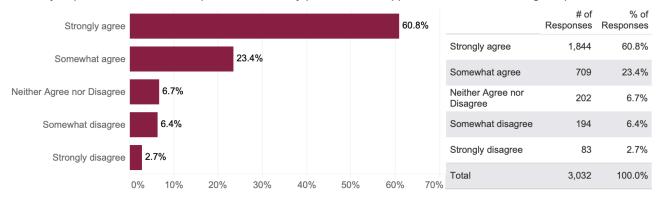
Working remotely has helped me manage family responsibilities.

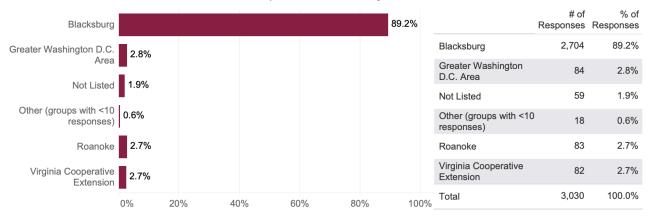


If my role allows, I want to work remotely in some capacity post Covid-19.



My department/unit leadership has successfully provided the support I need to work during the pandemic.

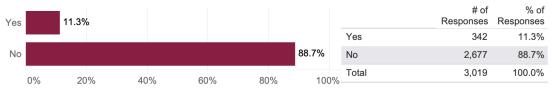




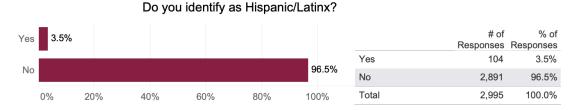
Please select the campus/location where you work most often.

Are you an active duty member or veteran of the U.S. Military?

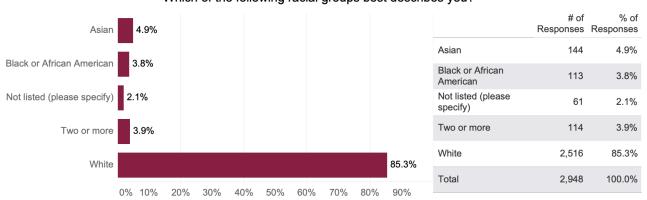
Yes	2.9%							# of Responses	% of Responses
							Yes	88	2.9%
No						97.1%	No	2,943	97.1%
	0%	20%	40%	60%	80%	100%	Total	3,031	100.0%



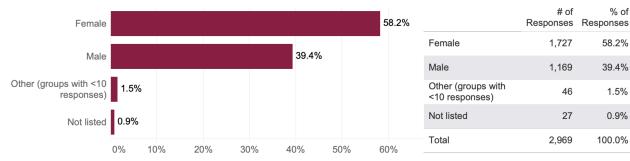
Do you currently have any type of disability?



Which of the following racial groups best describes you?

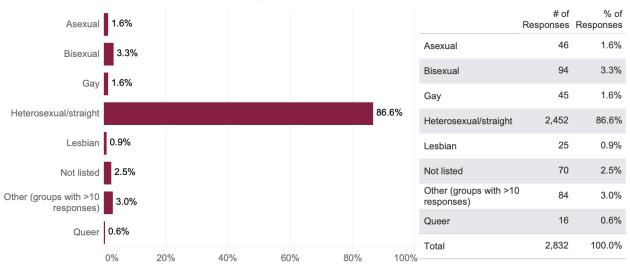


Select your gender.



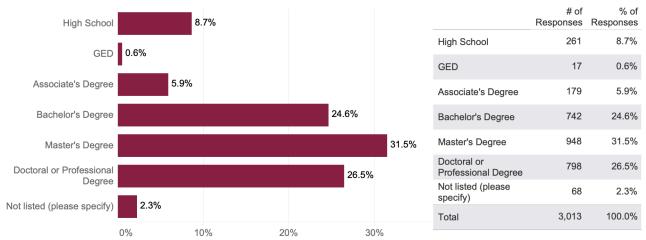
Select the sex you were assigned at birth.

Female							59.5%		# of Responses	% of Responses
								Female	1,758	59.5%
Male					40.5	6%		Male	1,196	40.5%
	0%	10%	20%	30%	40%	50%	60%	Total	2,954	100.0%

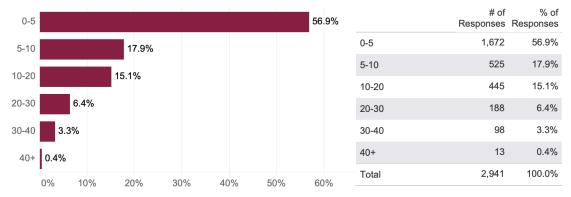


Select your sexual orientation.

Please select the highest level of education you have completed.



How many years have you been working in your current position at the university?





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