



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 [Division of Human Resources](#), 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.

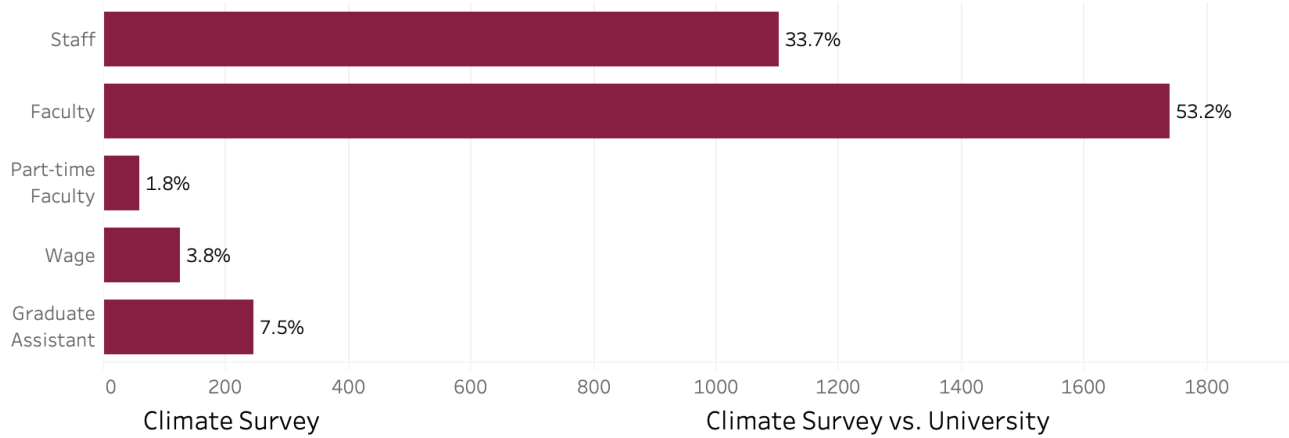
University demographics are included alongside the survey demographics and were relevant as of May 1, 2021. Understanding the demographics of the survey participants to those of the university enables us to examine the validity of generalizing from the sample who chose to participate in the survey to 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.

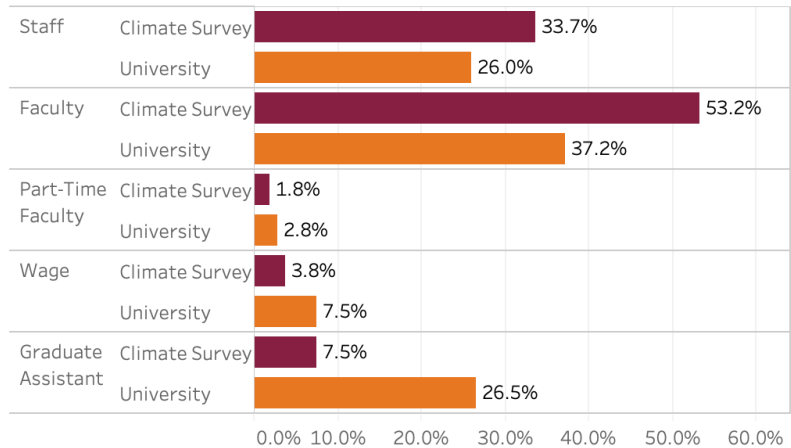
Overall Climate Survey Participation



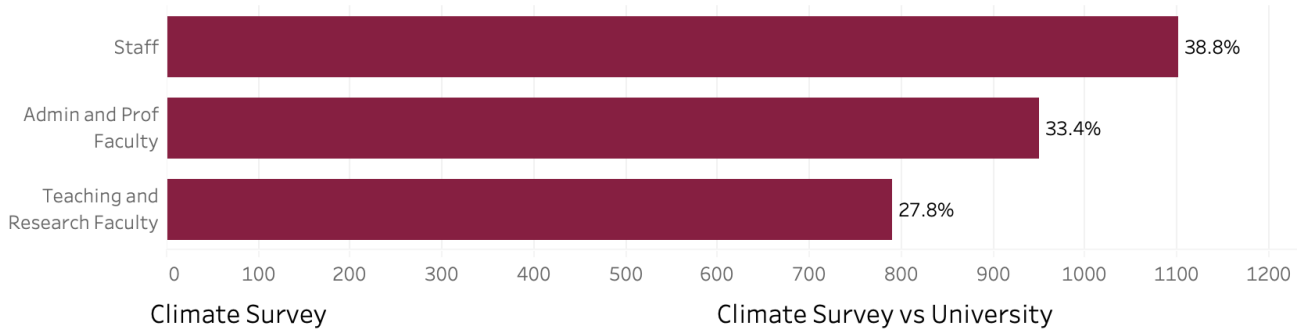
Category	Climate Survey	University
Staff	33.7%	26.0%
Faculty	53.2%	37.2%
Part-Time Faculty	1.8%	2.8%
Wage	3.8%	7.5%
Graduate Assistant	7.5%	26.5%

Difference between Climate Survey and University Distribution

Staff	7.7%
Faculty	16.0%
Part-Time Faculty	-1.0%
Wage	-3.7%
Graduate Assistant	-19.0%



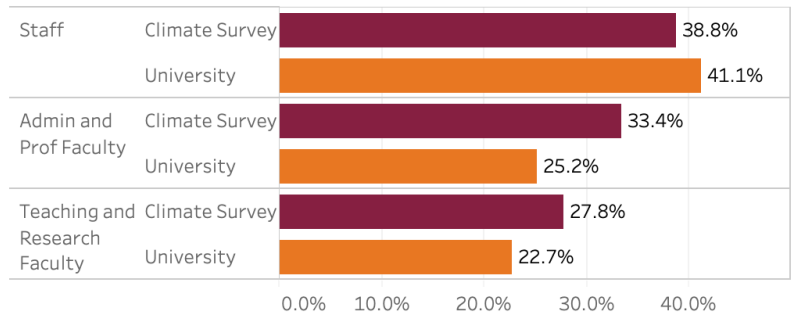
Climate Survey Participation of Salaried Employees



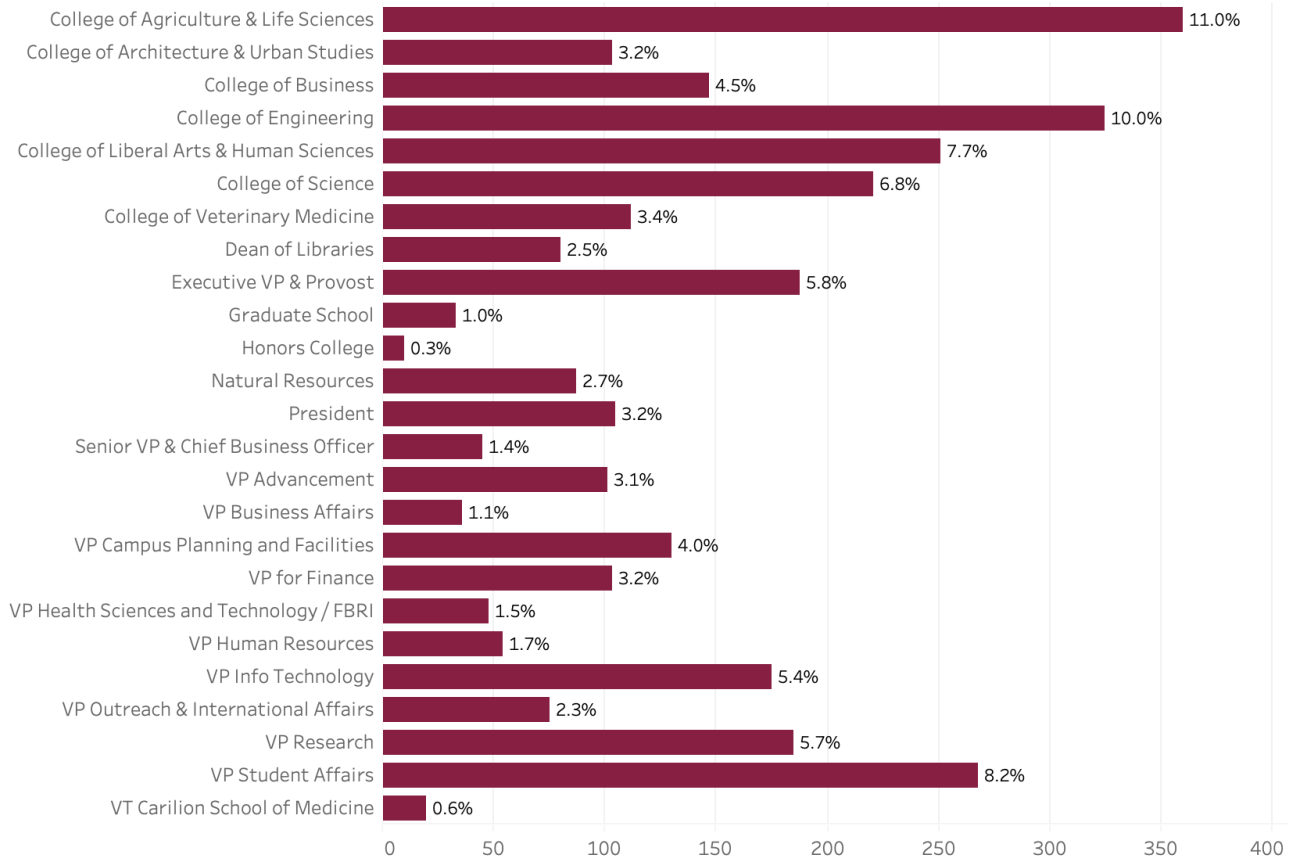
Category	Climate Survey	University
Staff	38.8%	41.1%
Admin and Prof Faculty	33.4%	25.2%
Teaching and Research Faculty	27.8%	22.7%

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



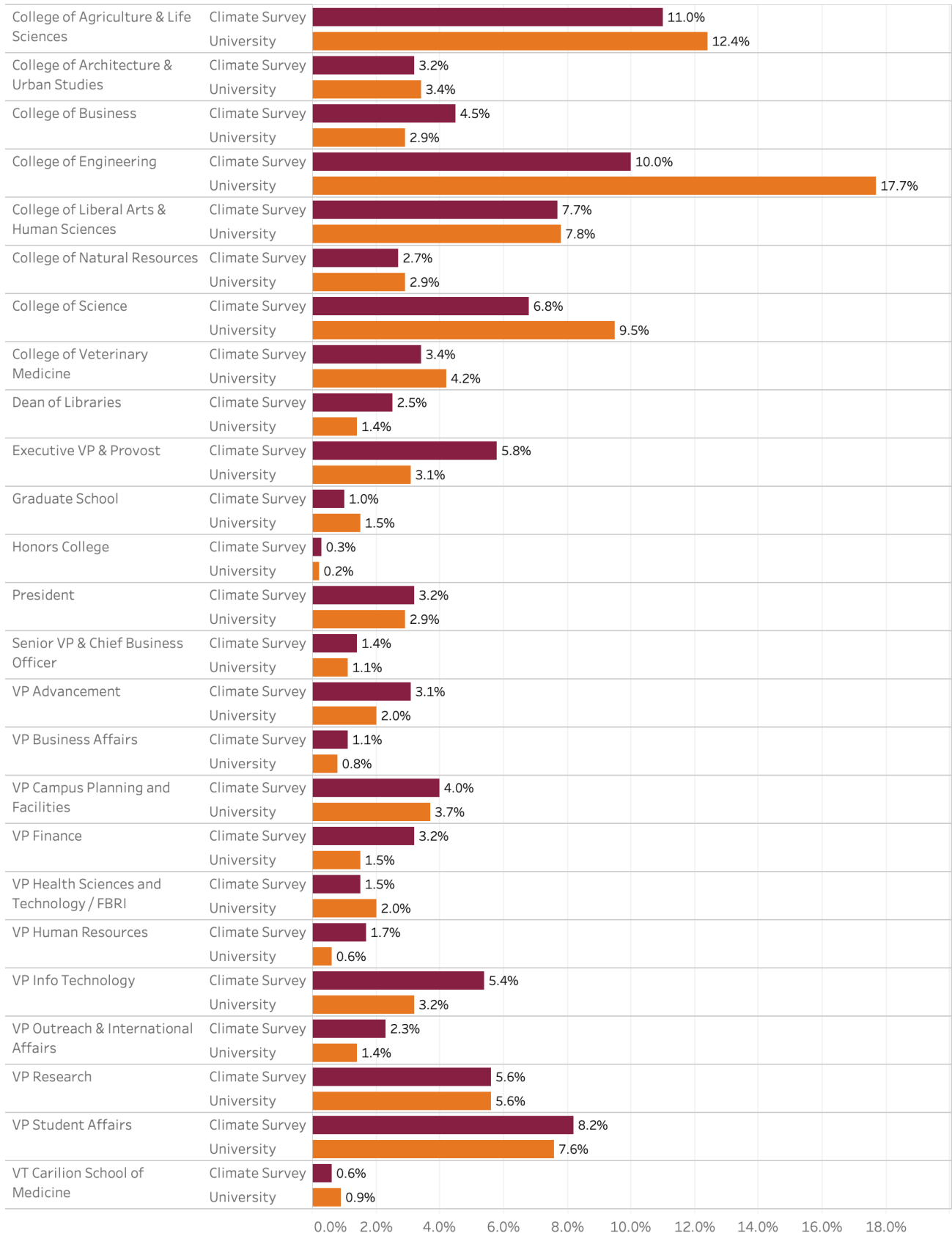
Climate Survey

Difference between Climate Survey and University Distribution

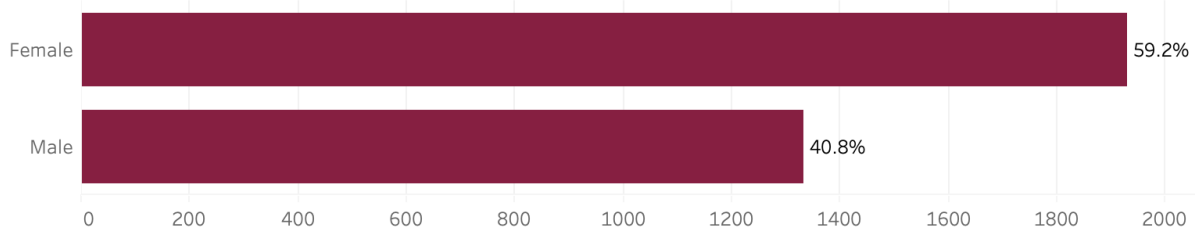
	Count	Percent
College of Agriculture & Life Sciences	360	11.0%
College of Architecture & Urban Studies	103	3.2%
College of Business	147	4.5%
College of Engineering	325	10.0%
College of Liberal Arts & Human Sciences	251	7.7%
College of Science	221	6.8%
College of Veterinary Medicine	112	3.4%
Dean of Libraries	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%

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



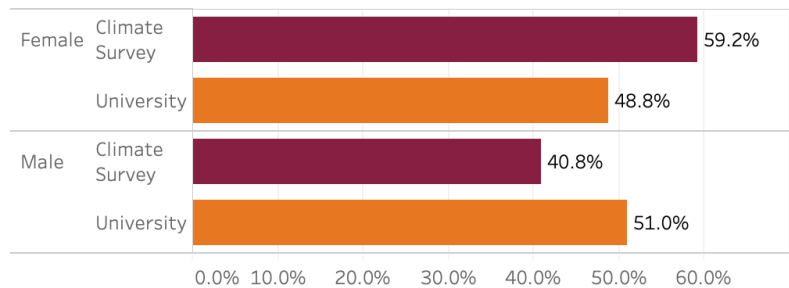
Climate Survey Participation by Gender



Climate Survey

	Count	Percent
Female	1,931	59.2%
Male	1,332	40.8%
Grand Total	3,263	100.0%

Climate Survey vs. University

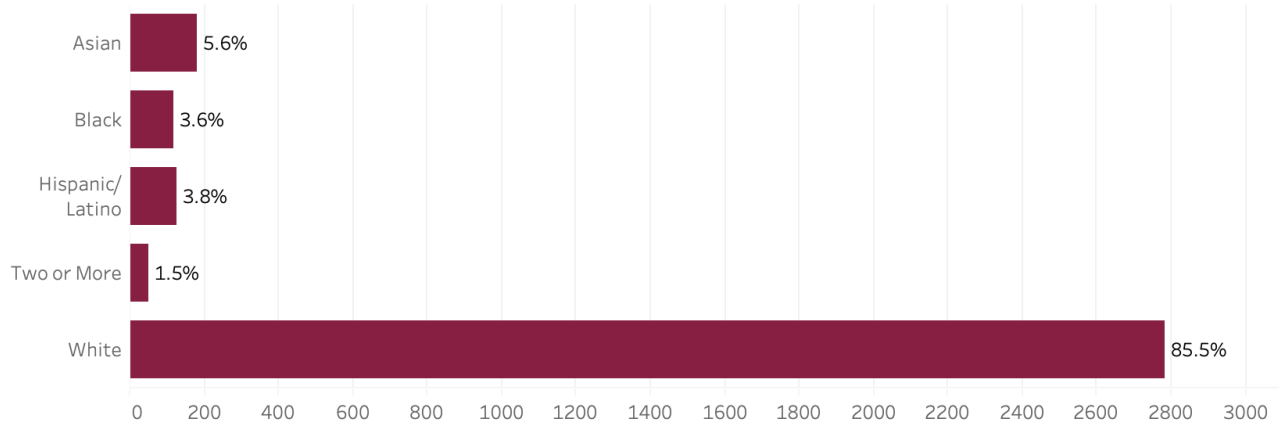


Difference between Climate Survey and University Distribution

Female	10.4%
Male	-10.2%

*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.

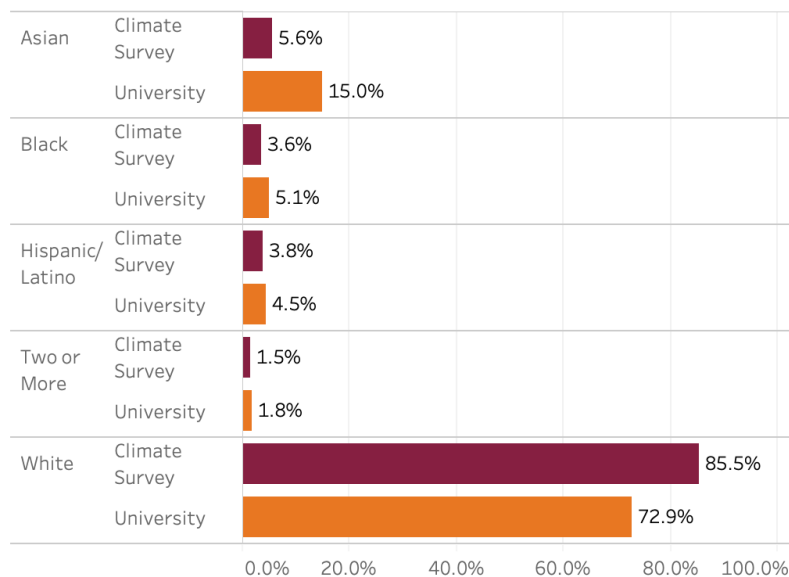
Climate Survey Participation by Race



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%

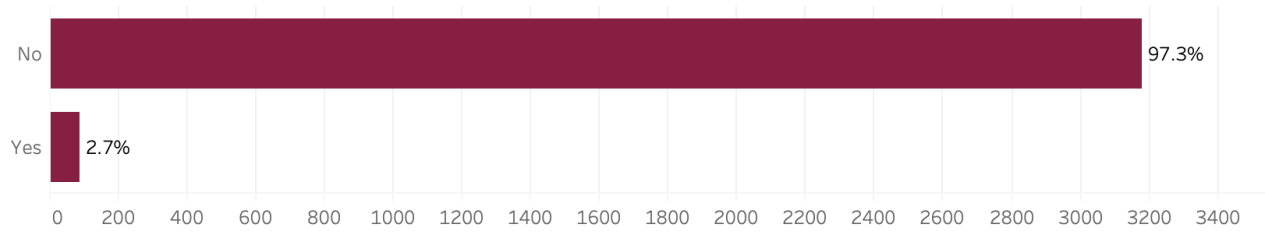
Climate Survey vs. University



Difference between Climate Survey and University

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

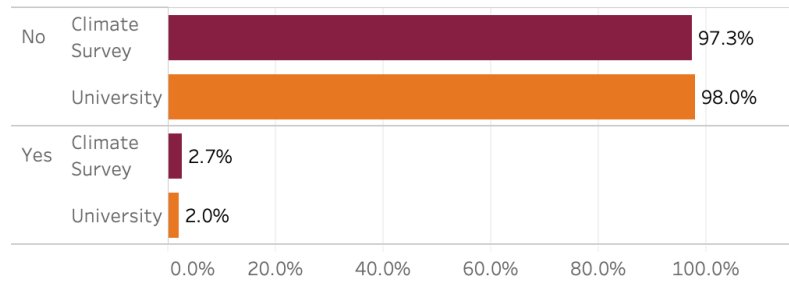
Climate Survey Participation by Veteran Status



Climate Survey

	Count	Percent
No	3,179	97.3%
Yes	88	2.7%
Grand Total	3,267	100.0%

Climate Survey vs. University



Difference between Climate Survey and University Distribution

No	-0.7%
Yes	0.7%



Climate Survey 2021

Historical Questions



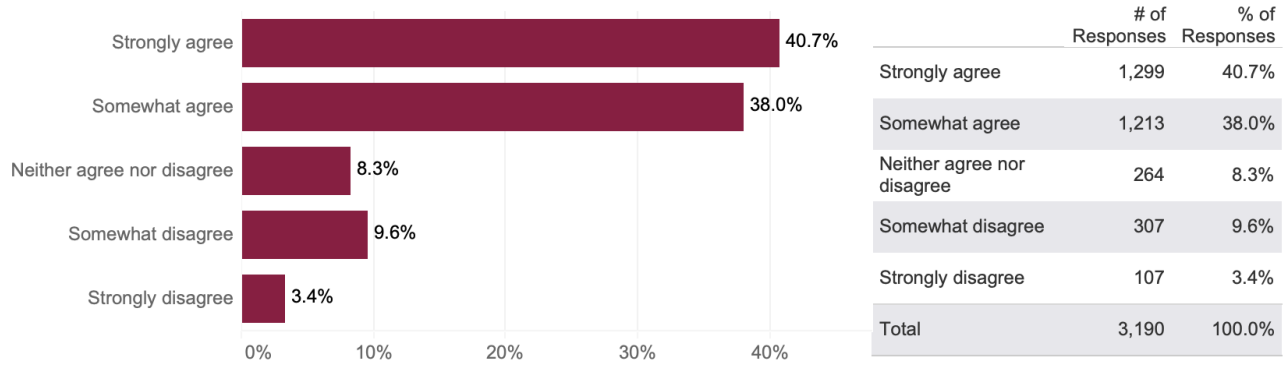
Explanation and Interpretation

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

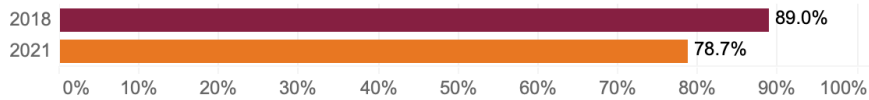
- I. I am satisfied with my job at the university.
- II. I am satisfied with the workload in my current job.
- III. I have opportunities for career advancement within the university.
- IV. The university supports a positive work life balance.
- V. The Virginia Tech Principles of Community are reflected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

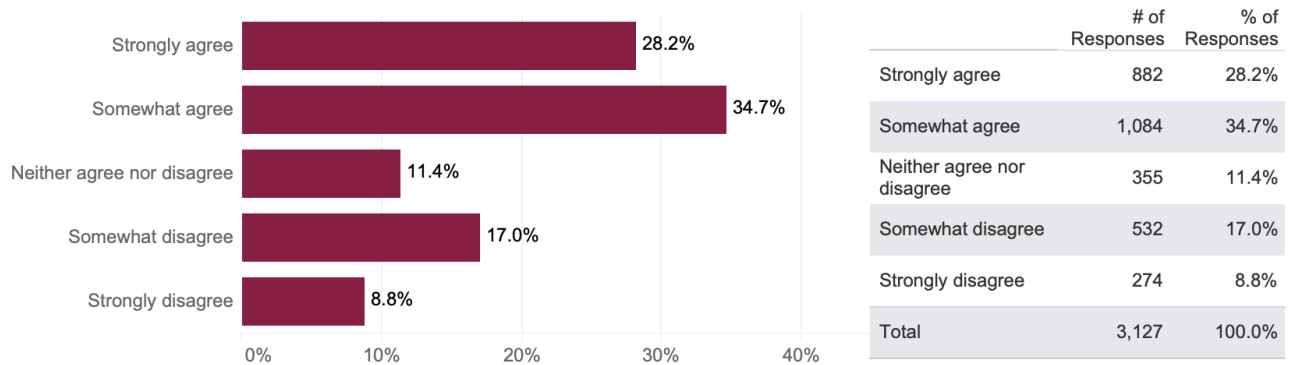
I. I am satisfied with my job at the university.



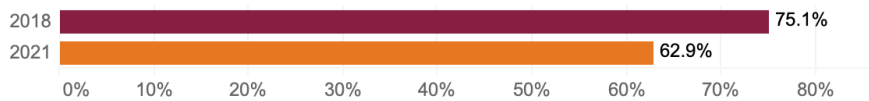
% of positive responses in 2018 v 2021



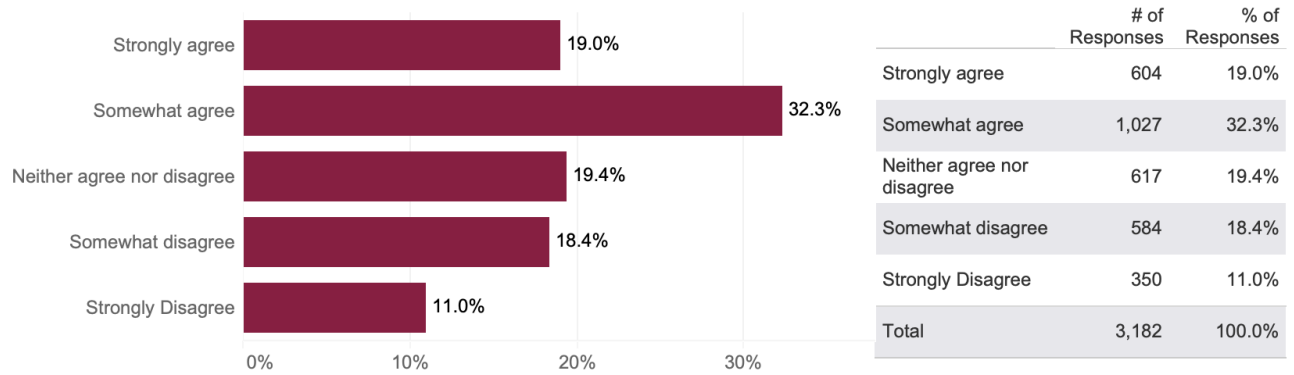
II. I am satisfied with the workload in my current job.



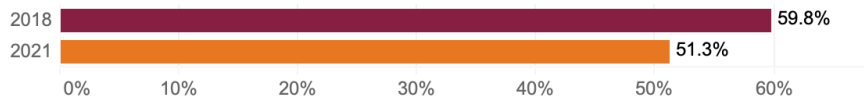
% of positive responses in 2018 v 2021



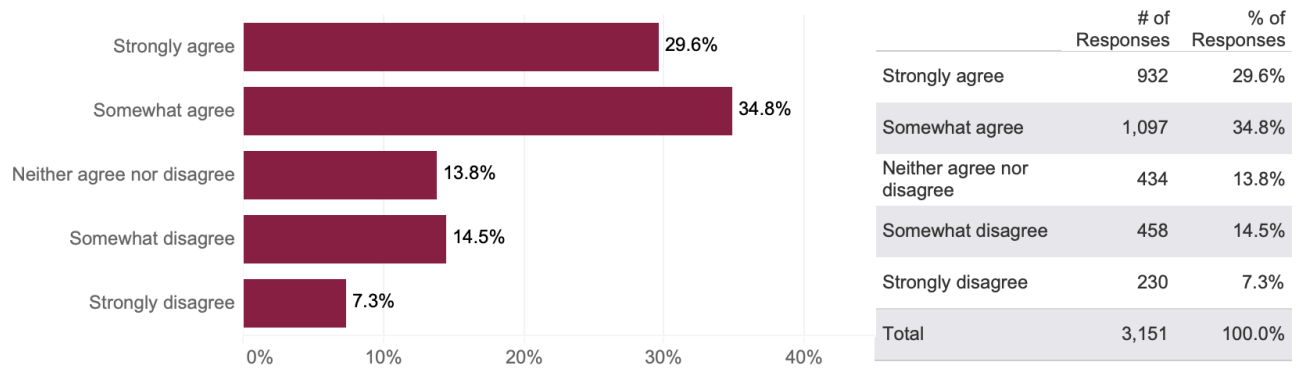
III. I have opportunities for career advancement within the university.



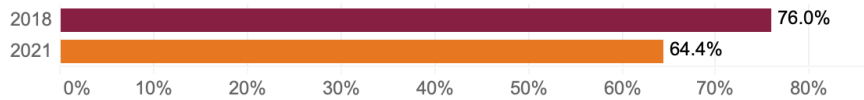
% of positive responses in 2018 v 2021



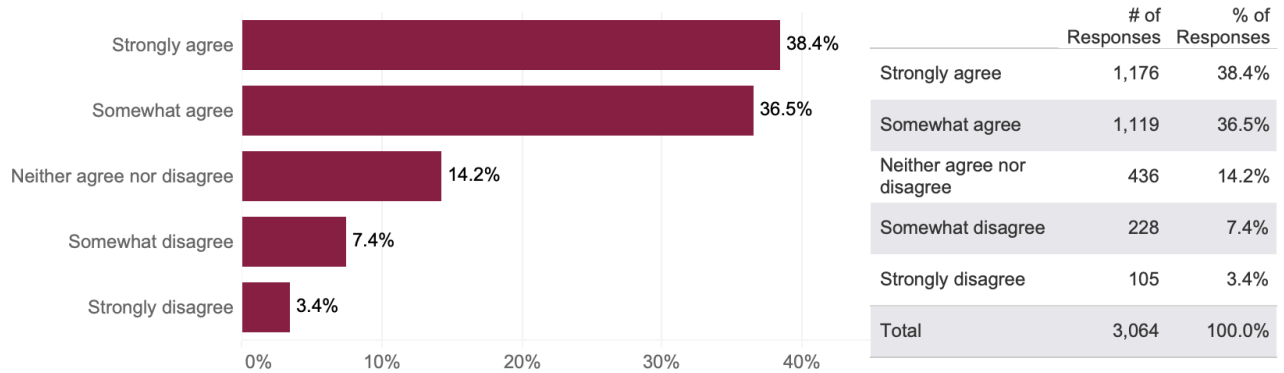
IV. The university supports a positive work life balance.



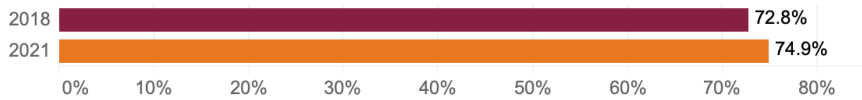
% of positive responses in 2018 v 2021



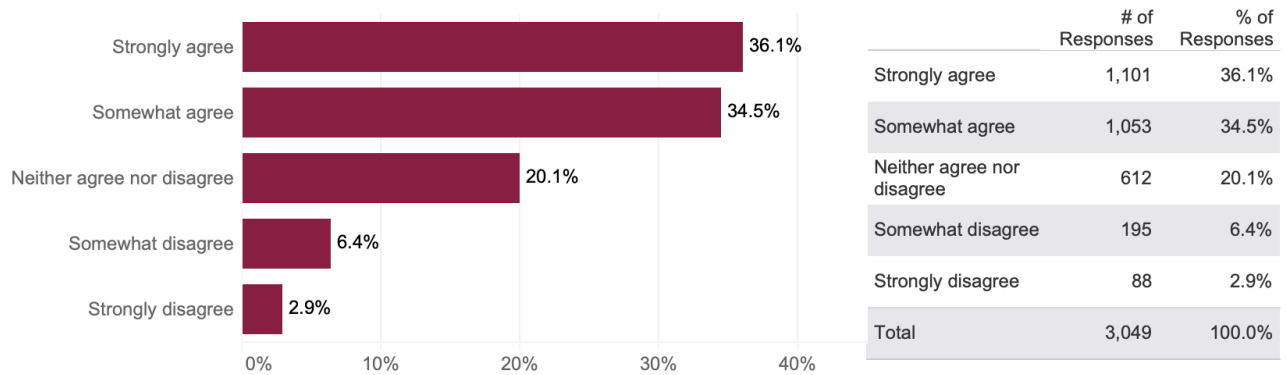
V. The Virginia Tech Principles of Community are reflected in my work environment.



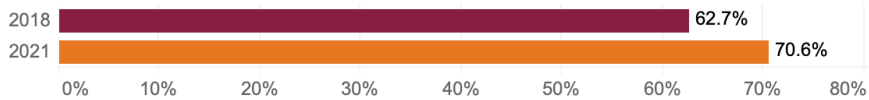
% of positive responses in 2018 v 2021



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



% of positive responses in 2018 v 2019





Climate Survey 2021

All Question Summary



Explanation and Interpretation

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

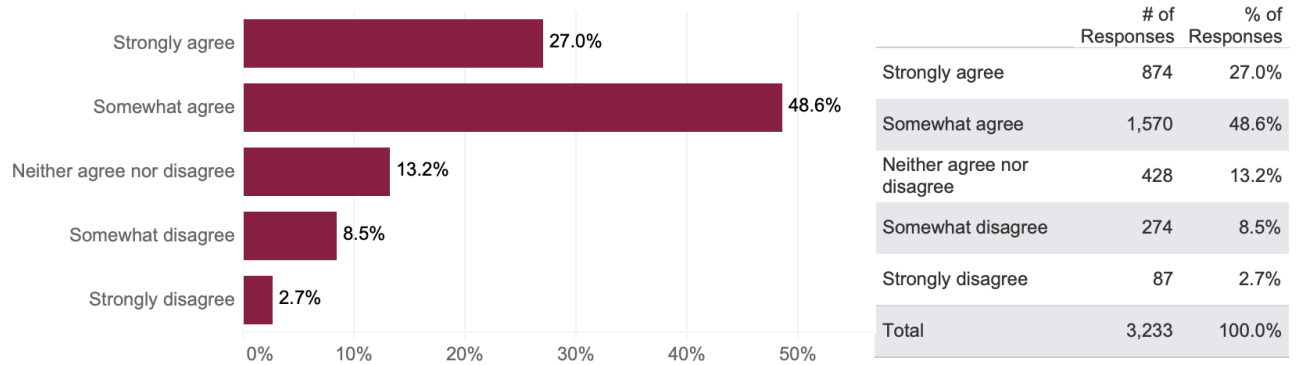
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Points to note:

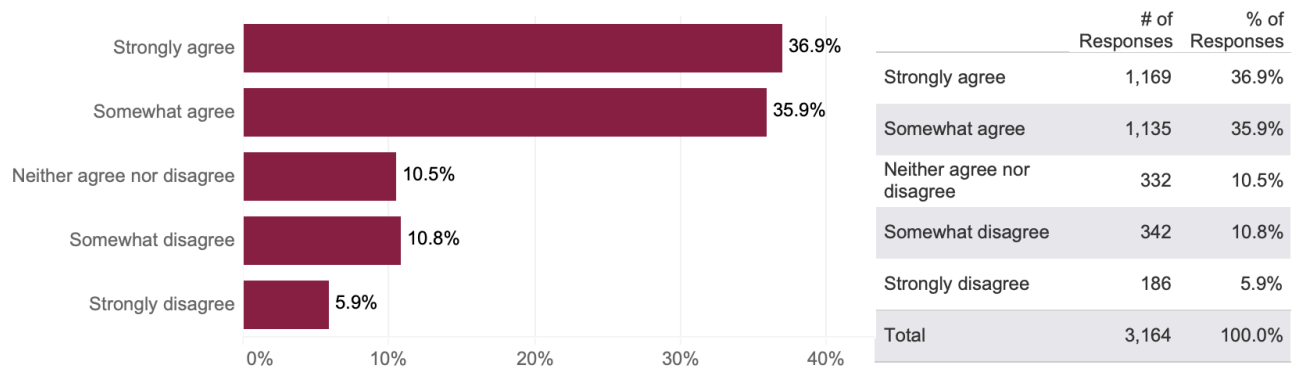
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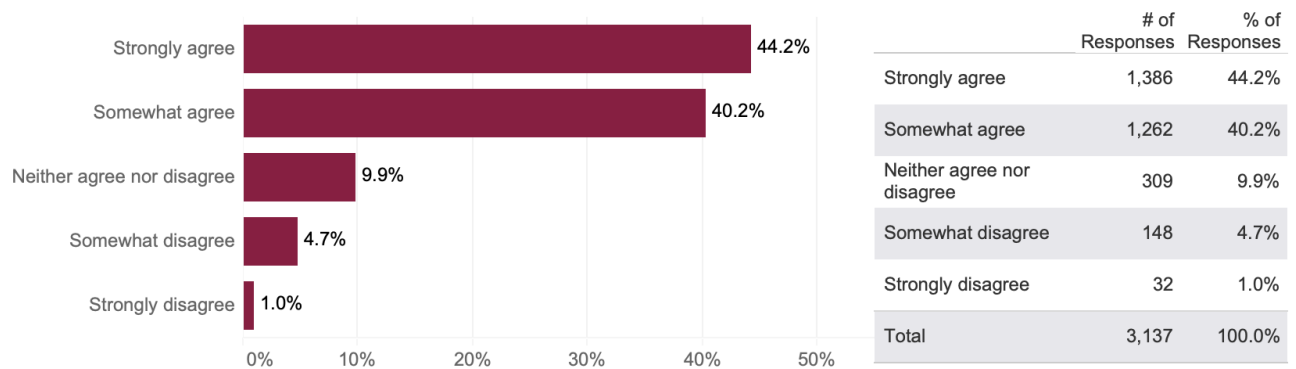
The overall climate on my campus is good.



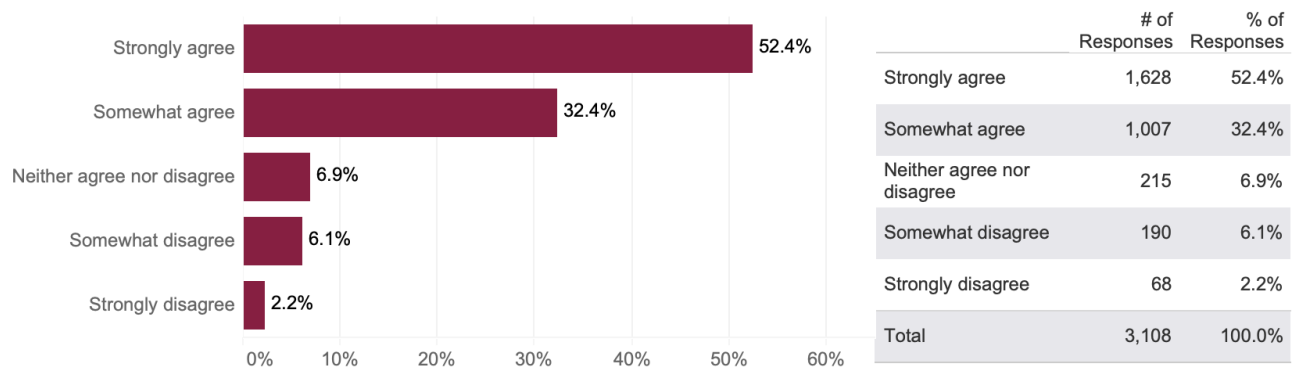
The overall climate in my department/unit is good.



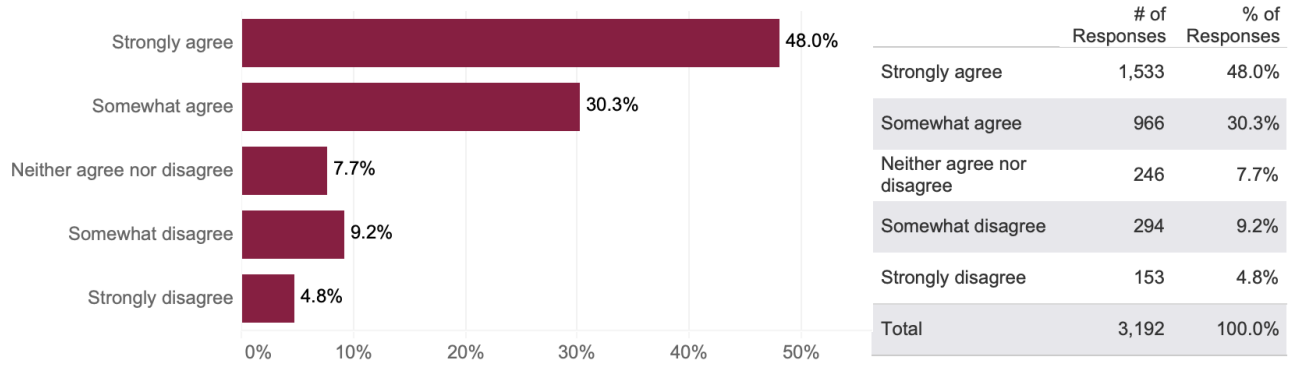
My campus is friendly.



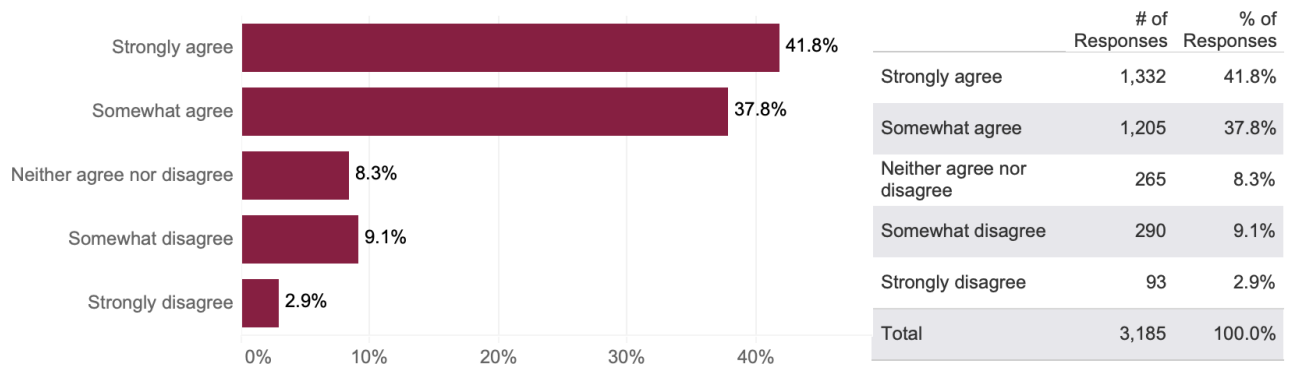
My department/unit is friendly.



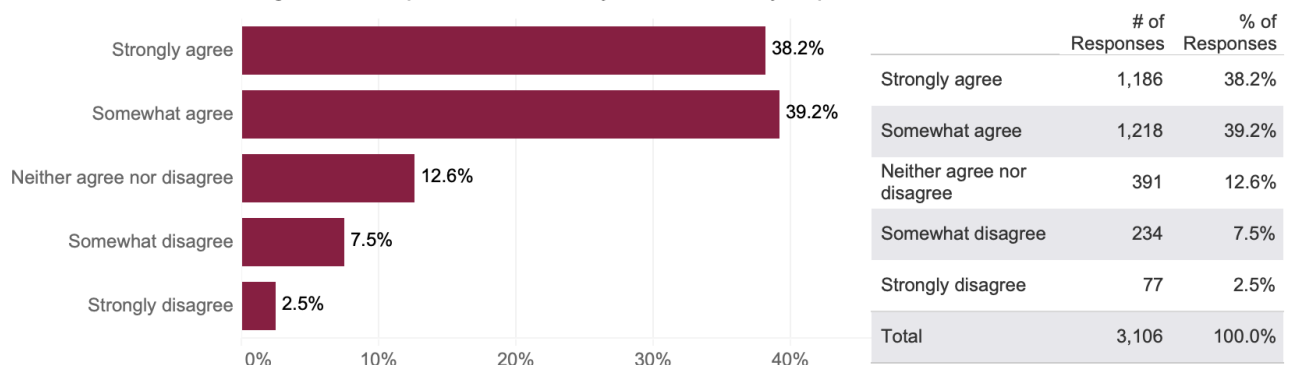
My department/unit leadership creates a positive work environment for me.



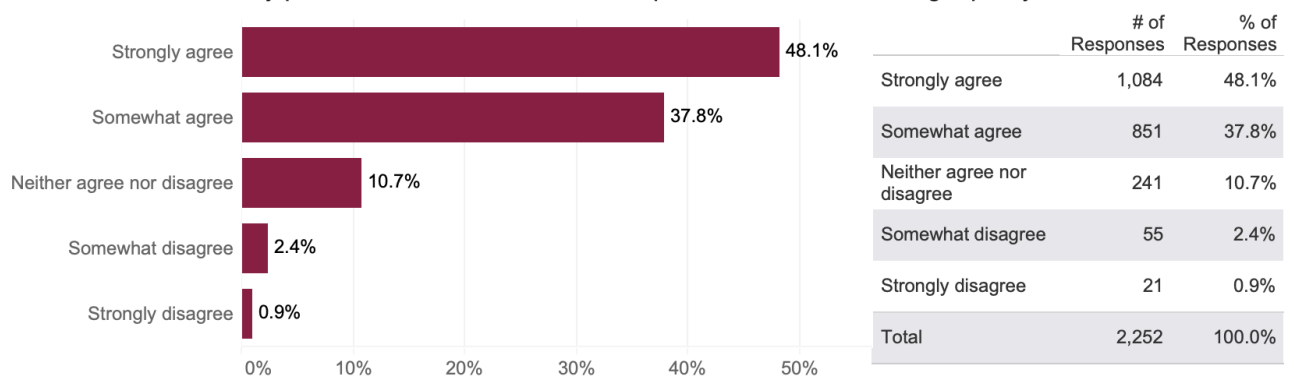
People in my department/unit work well together.



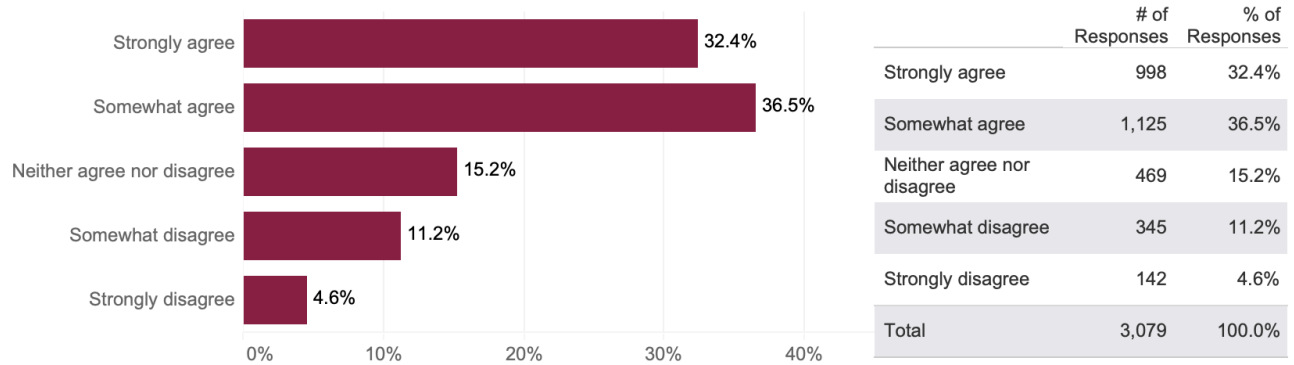
The working relationships between faculty and staff in my department/unit are successful.



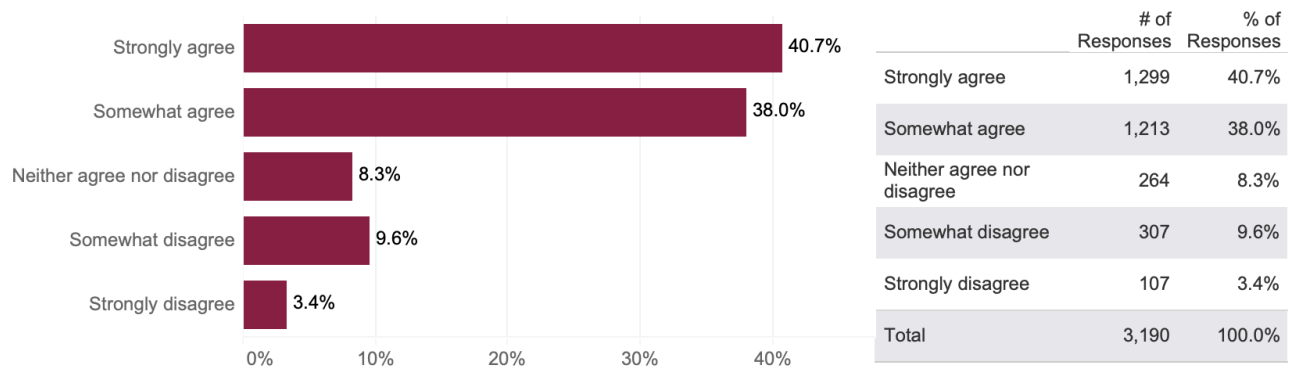
My professional/academic relationship with VT students are high quality.



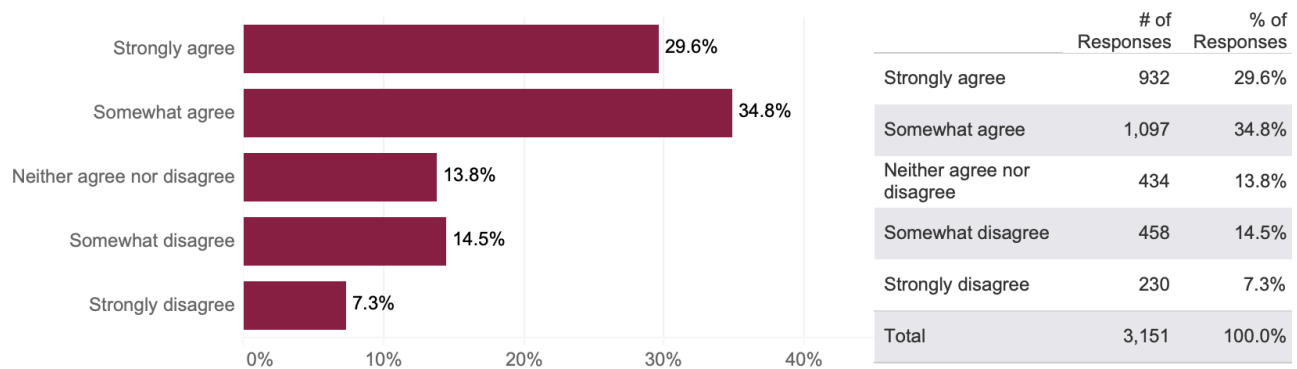
Virginia Tech responds effectively to current events relevant to the university.



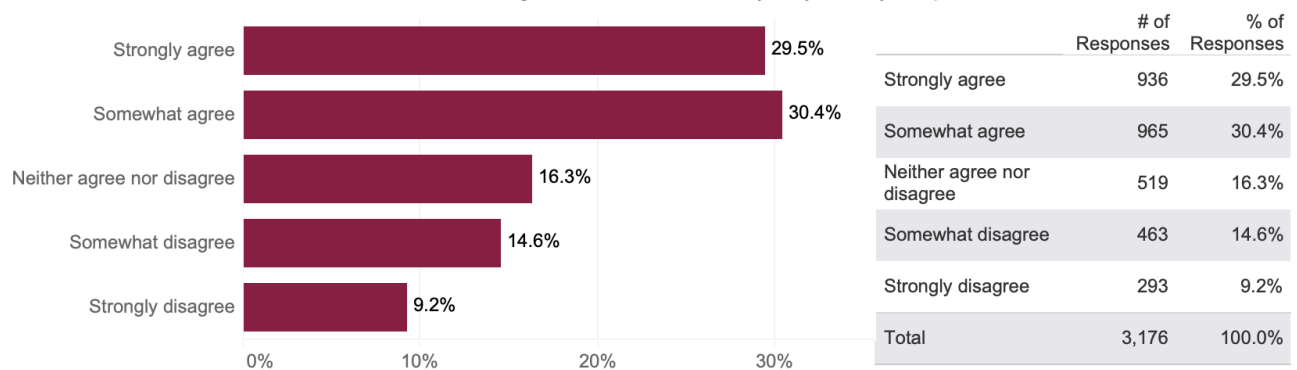
I am satisfied with my job at the university.



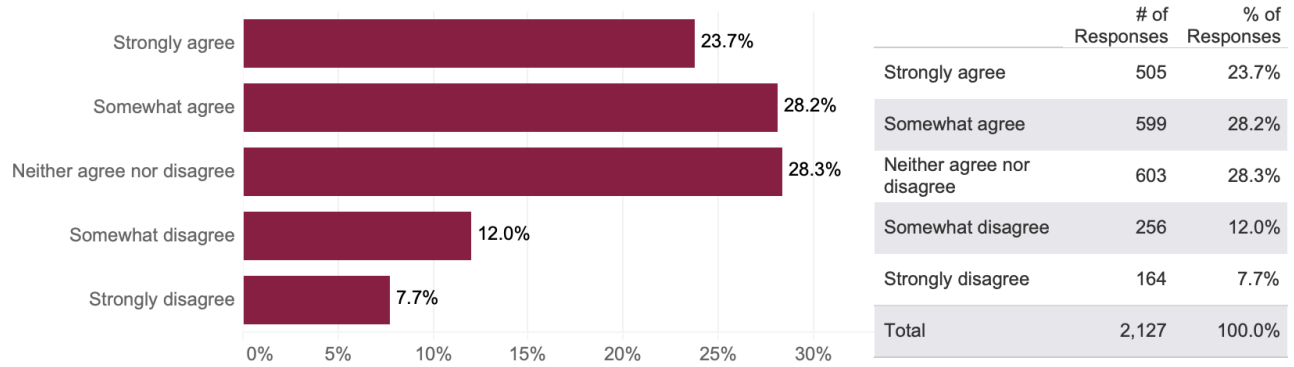
The university supports a positive work life balance.



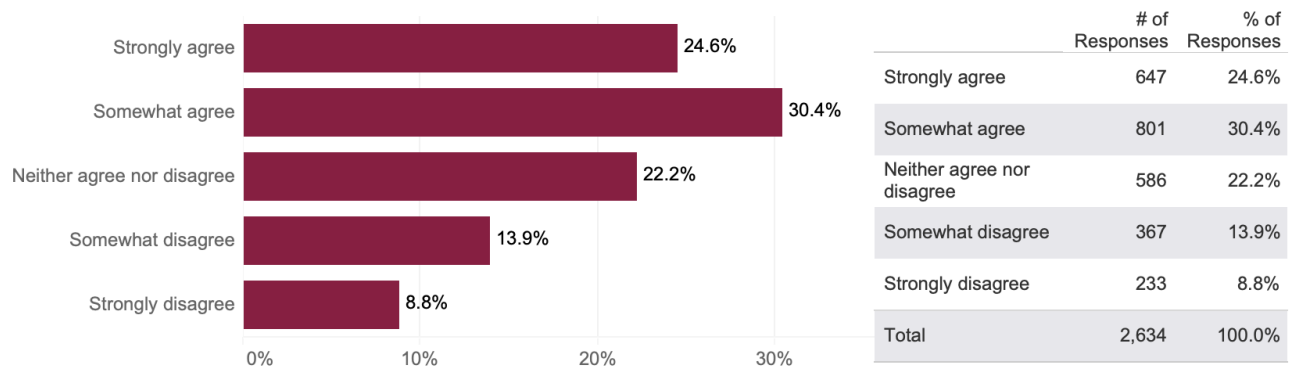
I am satisfied with the recognition I receive for my day to day responsibilities.



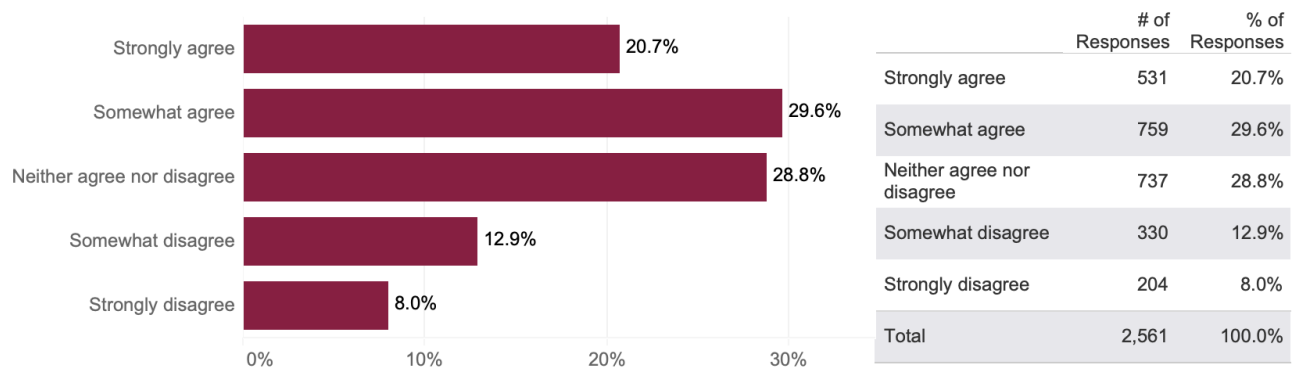
I am satisfied with the recognition I receive for my outreach work.



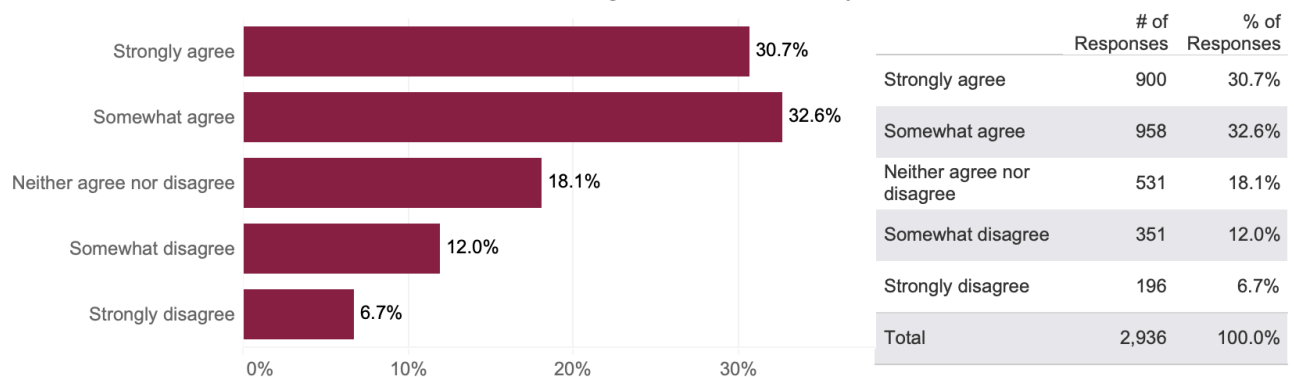
I am satisfied with the recognition I receive for my leadership.



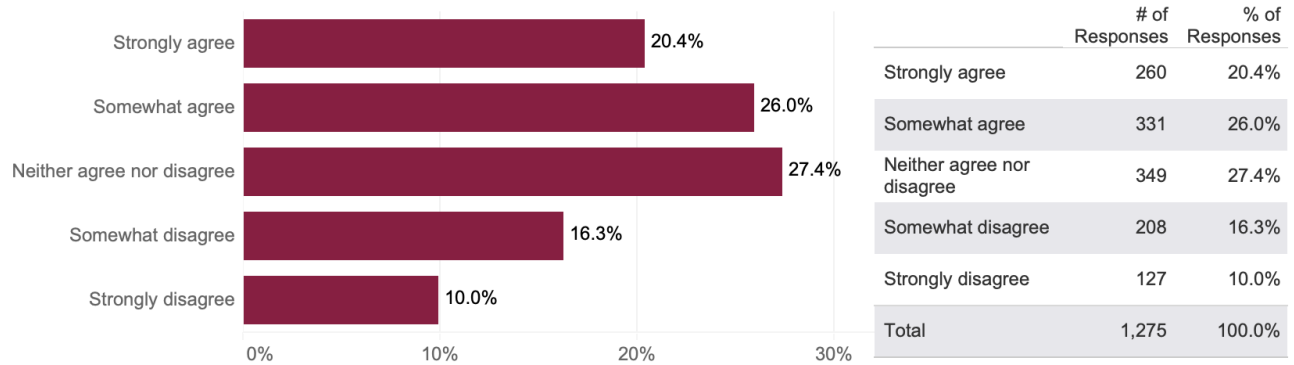
I am satisfied with the recognition I receive for service to the university community.



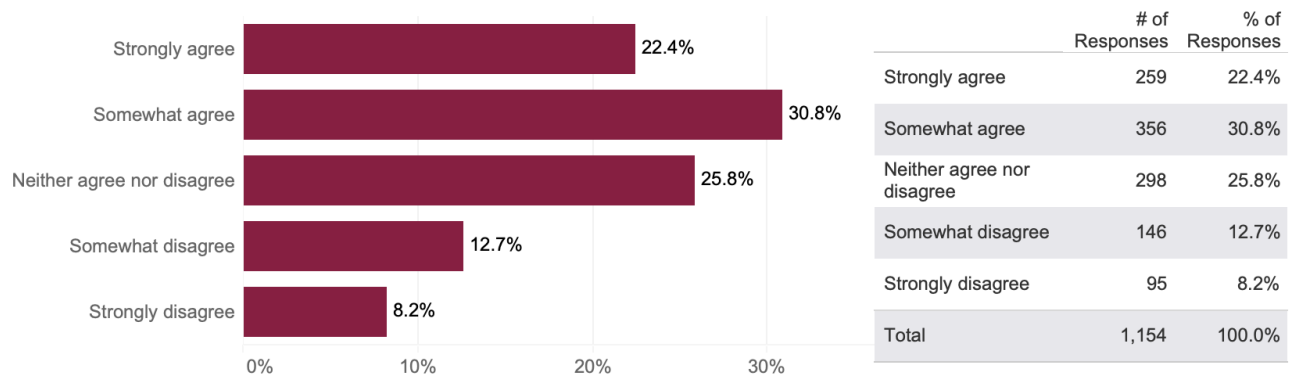
I am satisfied with the recognition I receive for my teamwork.



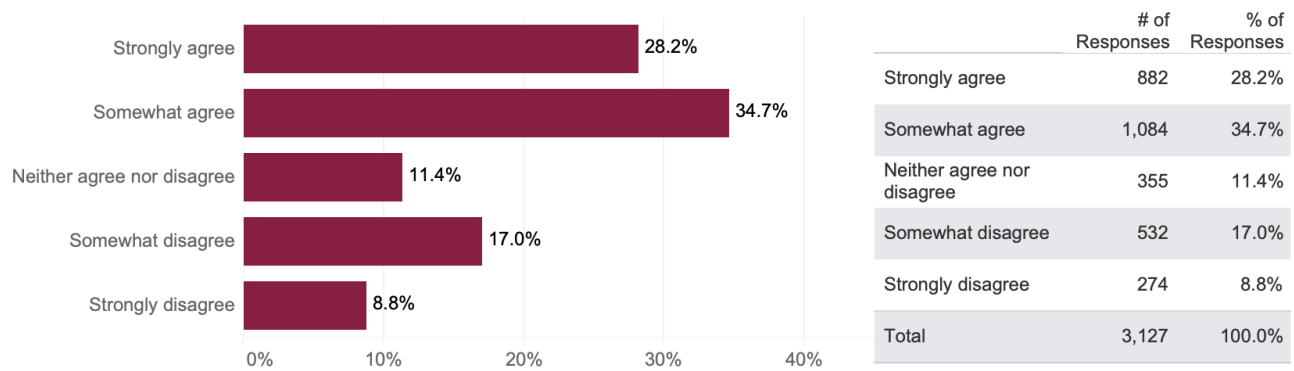
I am satisfied with the recognition I receive for my teaching.



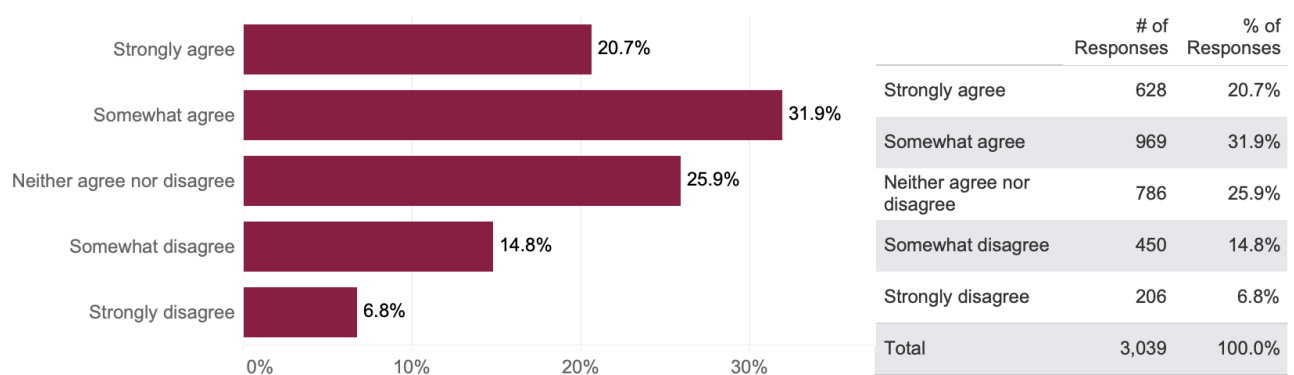
I am satisfied with the recognition I receive for my research.



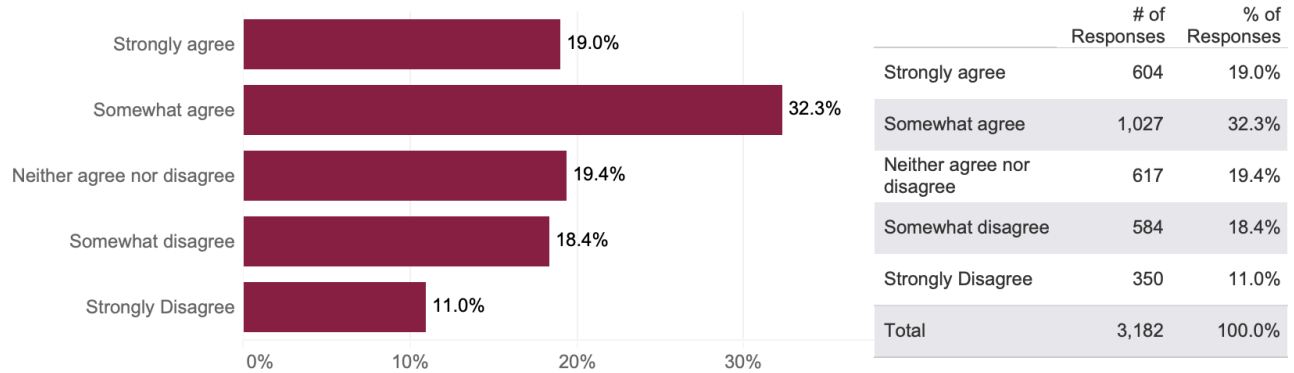
I am satisfied with the workload in my current job.



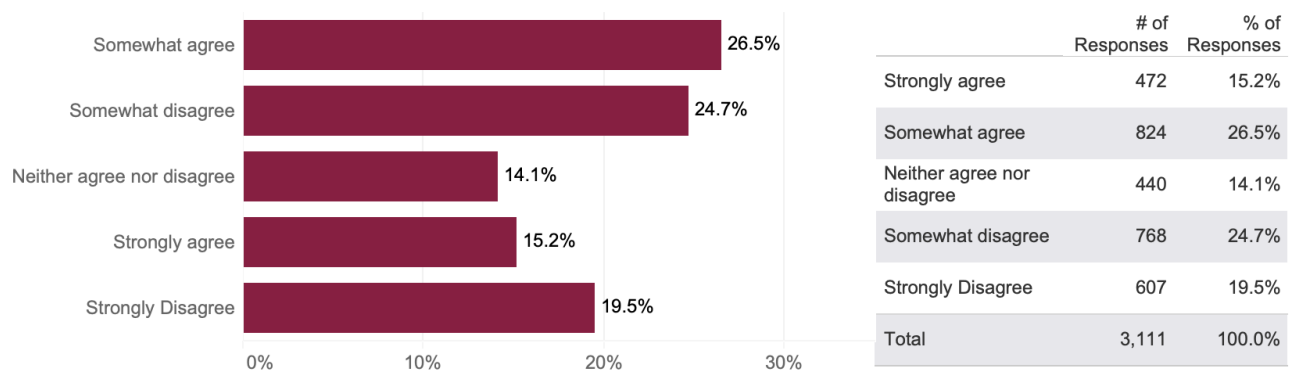
Current practices for recruiting faculty and staff in my department/unit are effective.



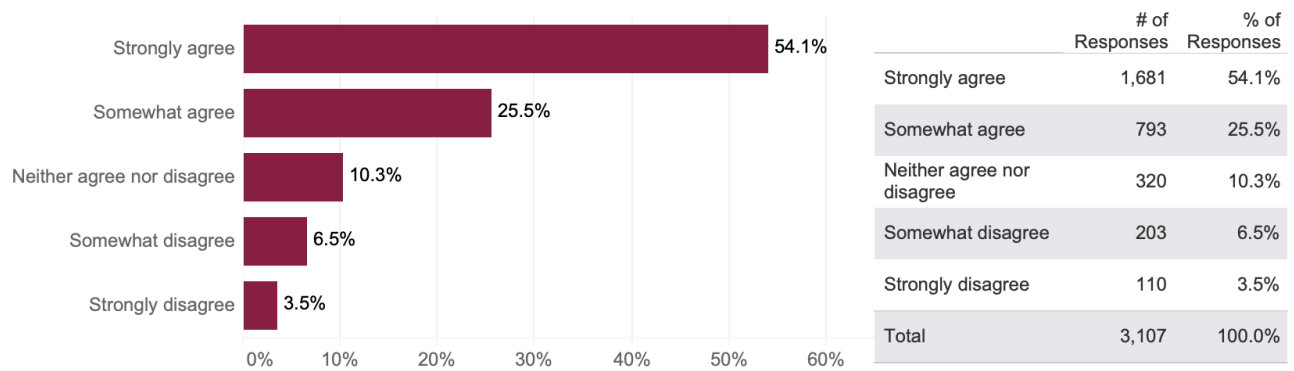
I have opportunities for career advancement within the university.



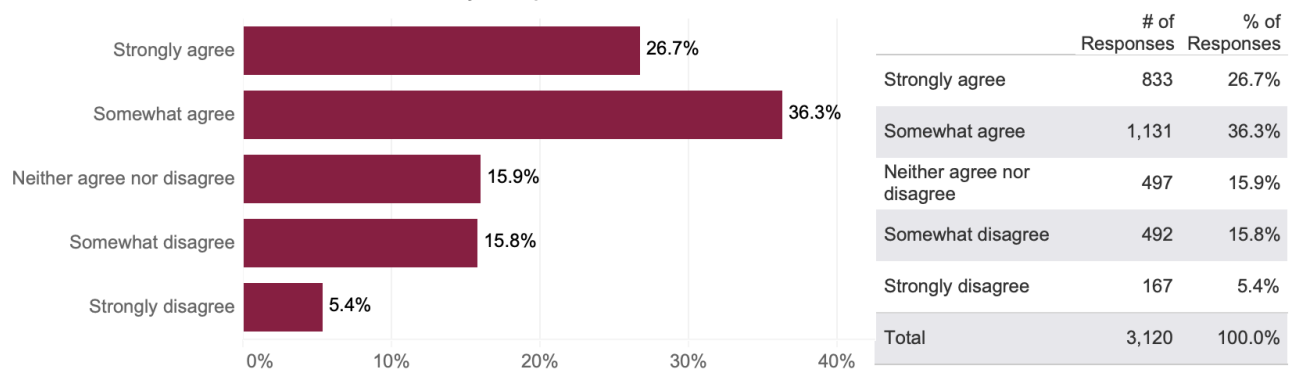
My compensation is equivalent to the value I provide to the university.



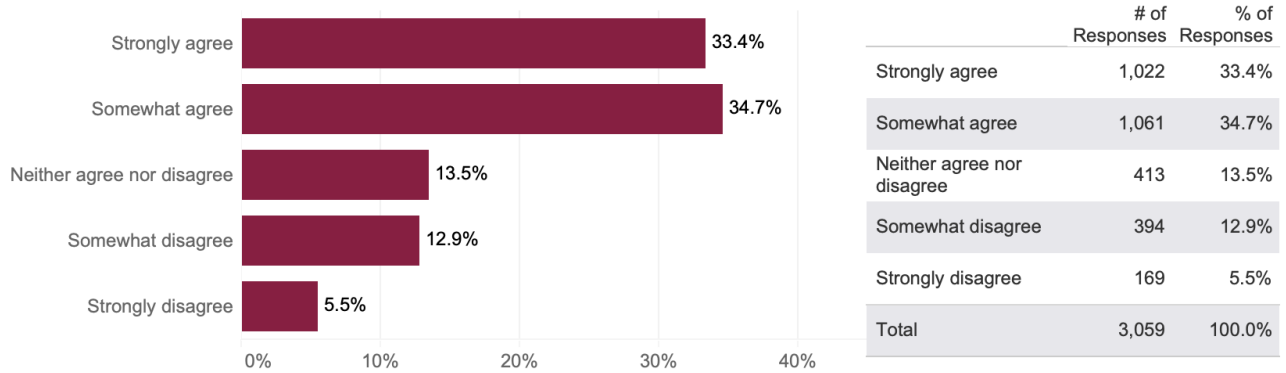
If I had to do it all over again, I would still make the choice to work at VT.



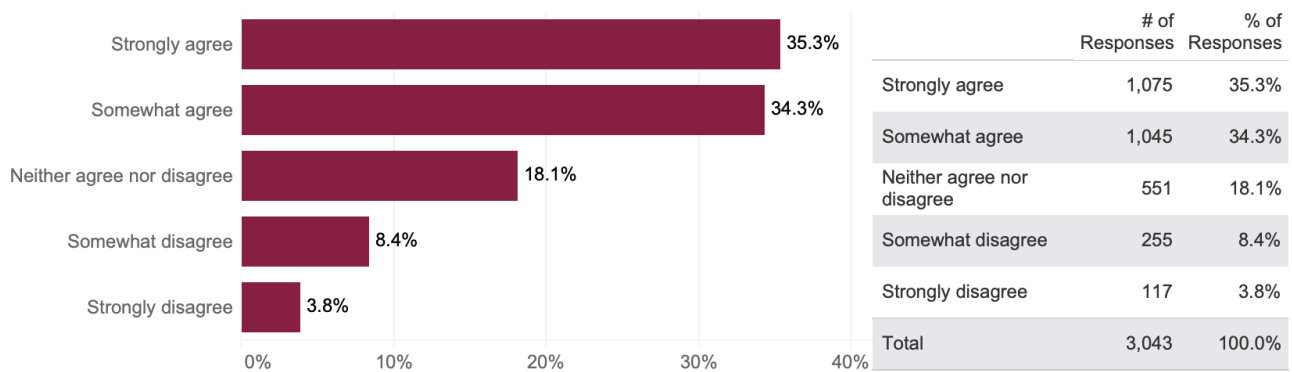
My campus is inclusive and diverse.



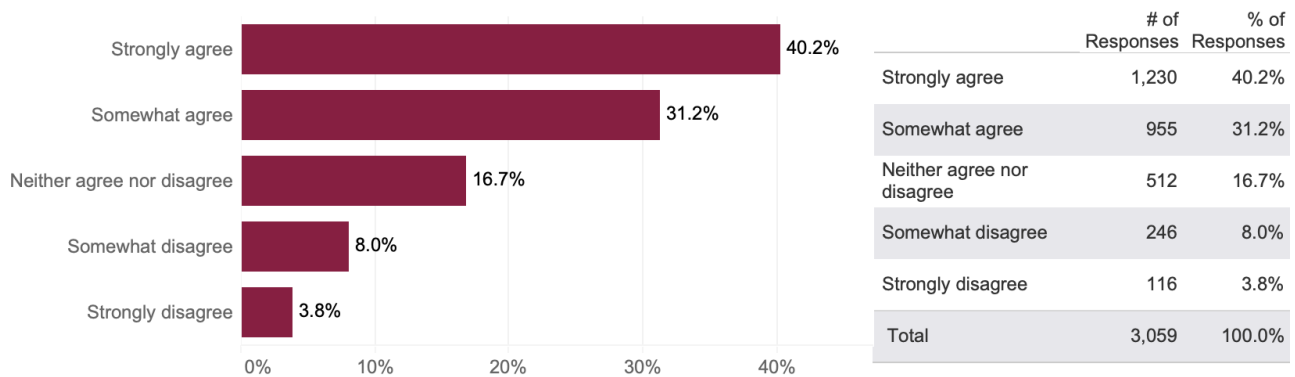
My department/unit is inclusive and diverse.



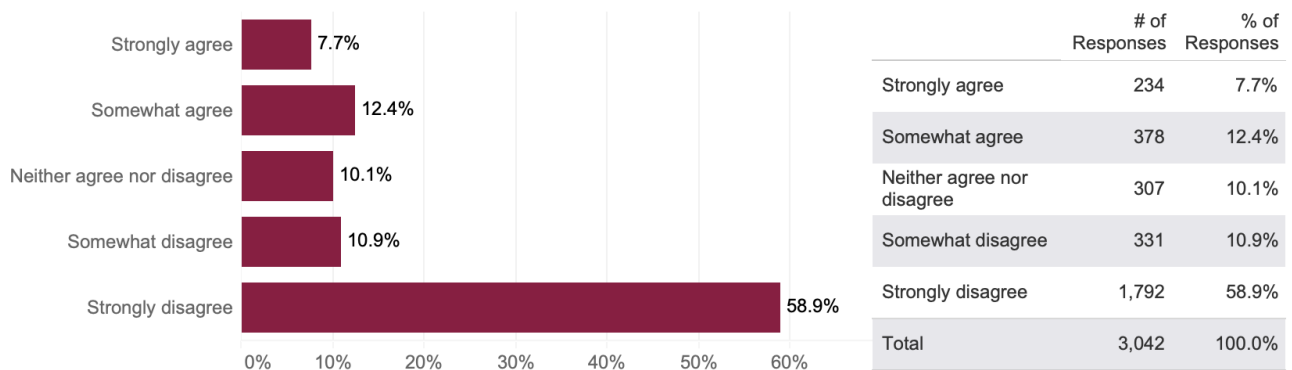
University leadership is effective in promoting inclusion and diversity at Virginia Tech.



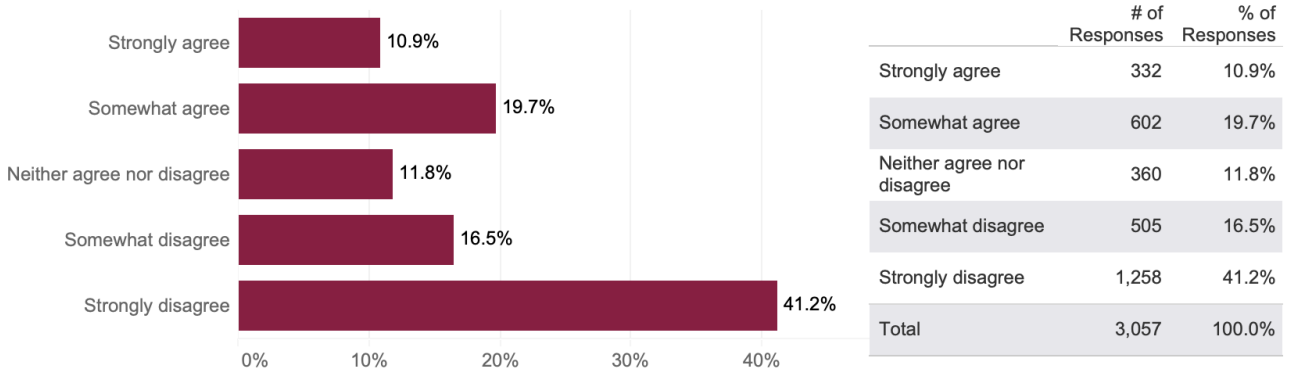
My department/unit leadership is effective in promoting inclusion and diversity at Virginia Tech.



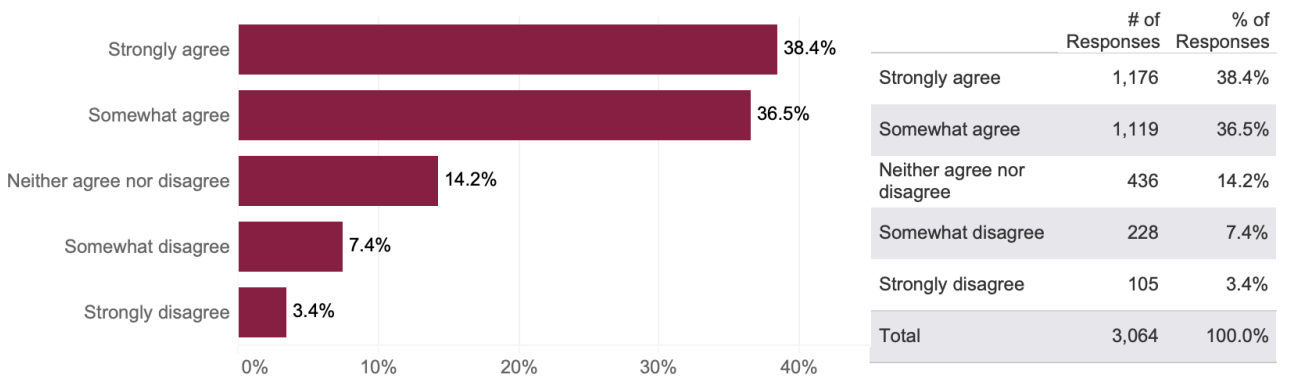
In the past year, I have personally experienced exclusionary, intimidating, offensive, and/or hostile conduct from members of the university.



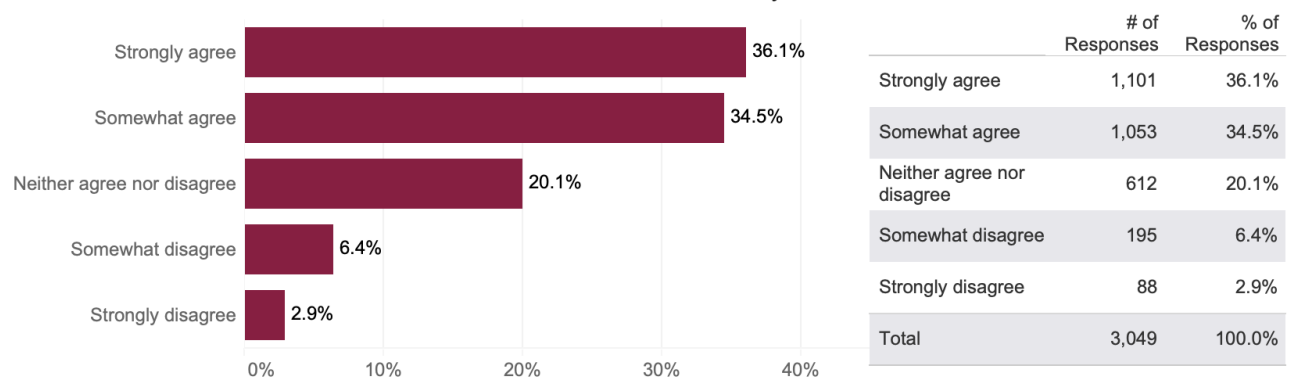
In my role at Virginia Tech, I have heard or observed others make negative remarks about groups of people on the basis of age, color, disability, gender, gender identity, gender expression, genetic information, national origin, pregnancy, political affiliation, race, religion, sexual orientation, veteran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



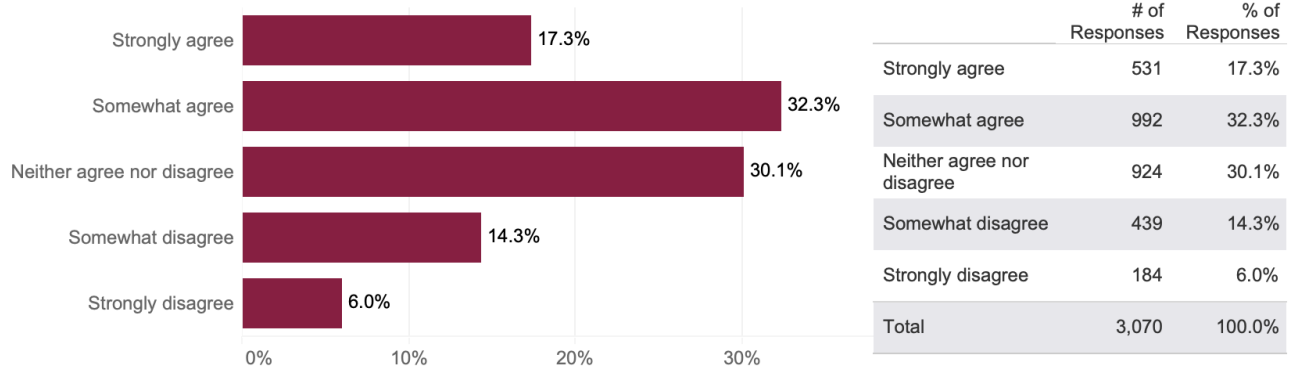
The Virginia Tech Principles of Community are reflected in my work environment.



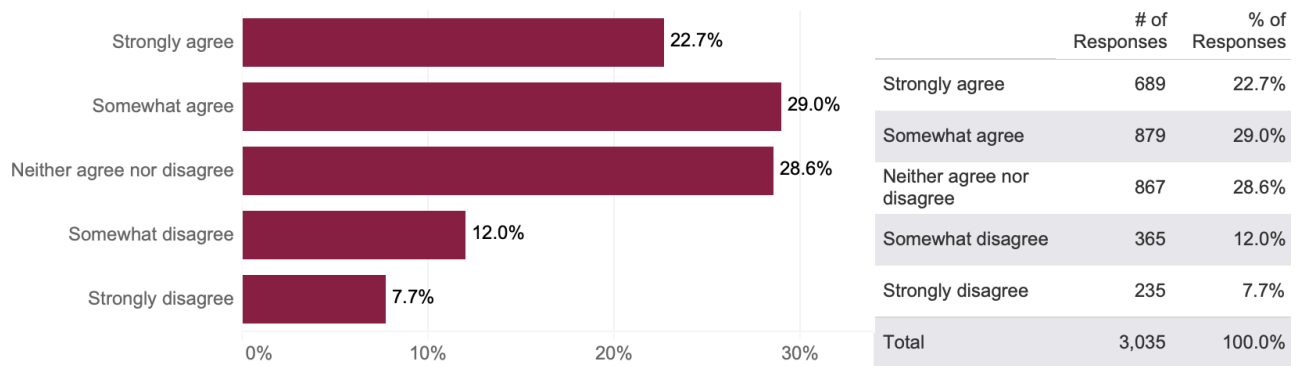
The values of inclusiveVT are reflected in my work environment.



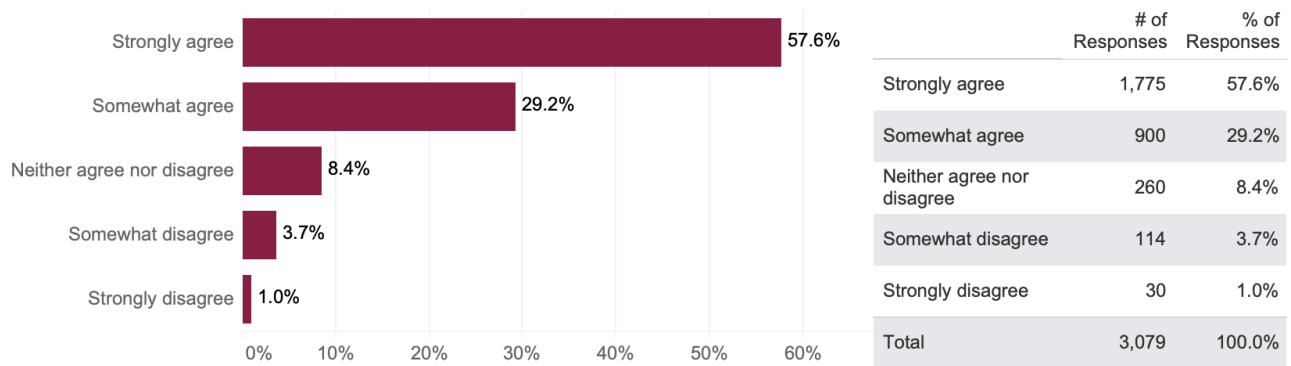
The working relationships between faculty/staff and university leadership are successful.



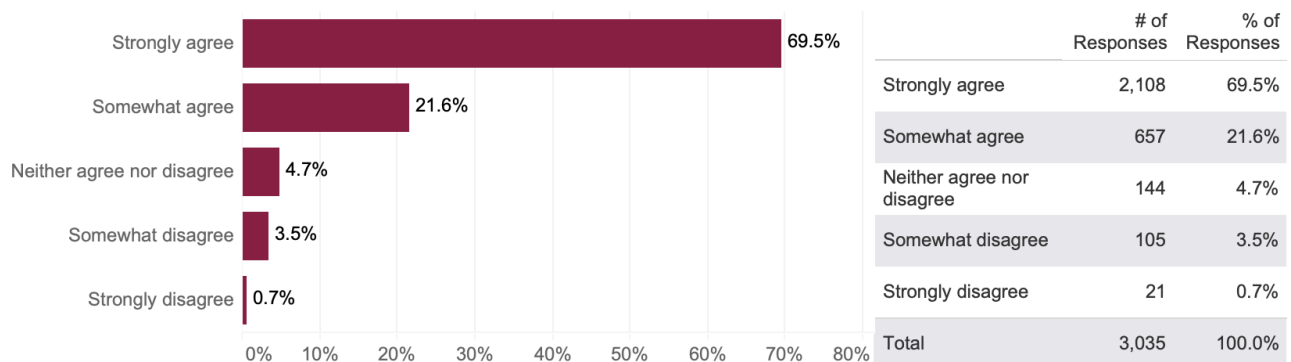
The university has effective processes in place to help employees if they experience unfair or inequitable treatment.



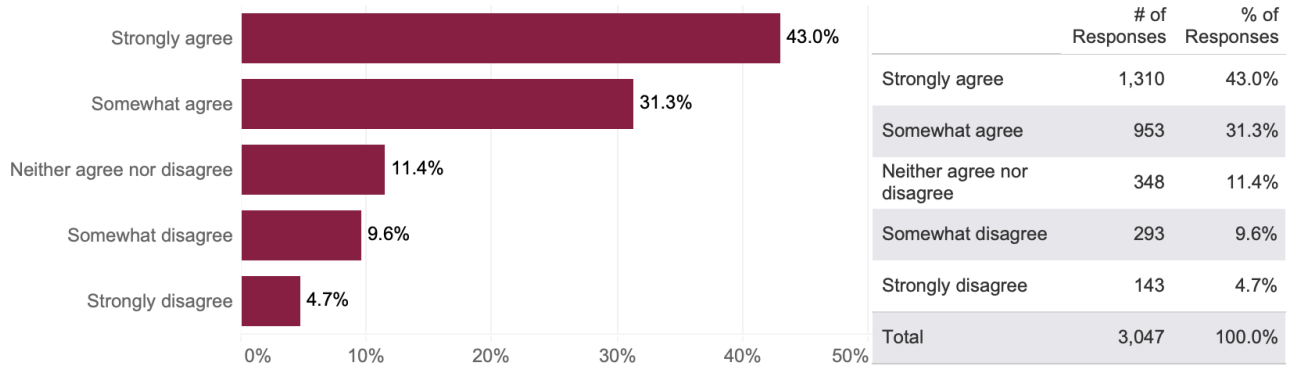
I feel safe on my campus.



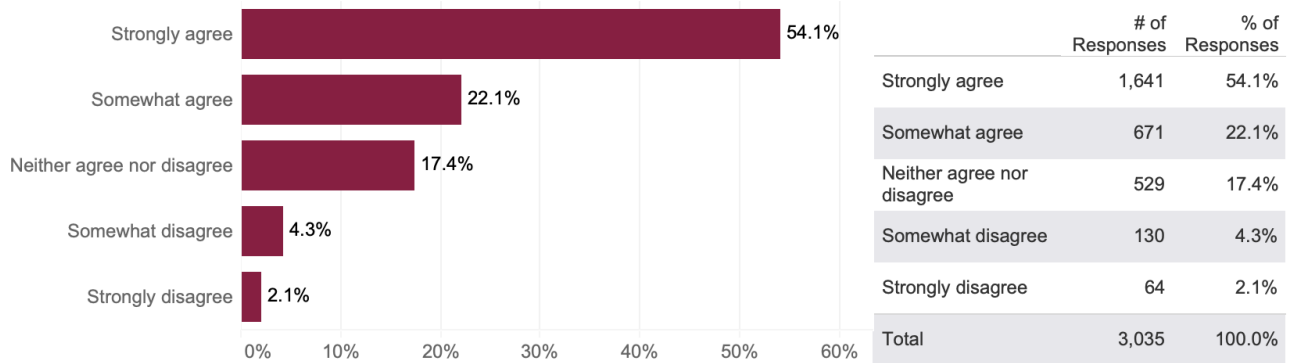
I feel safe in my immediate work environment.



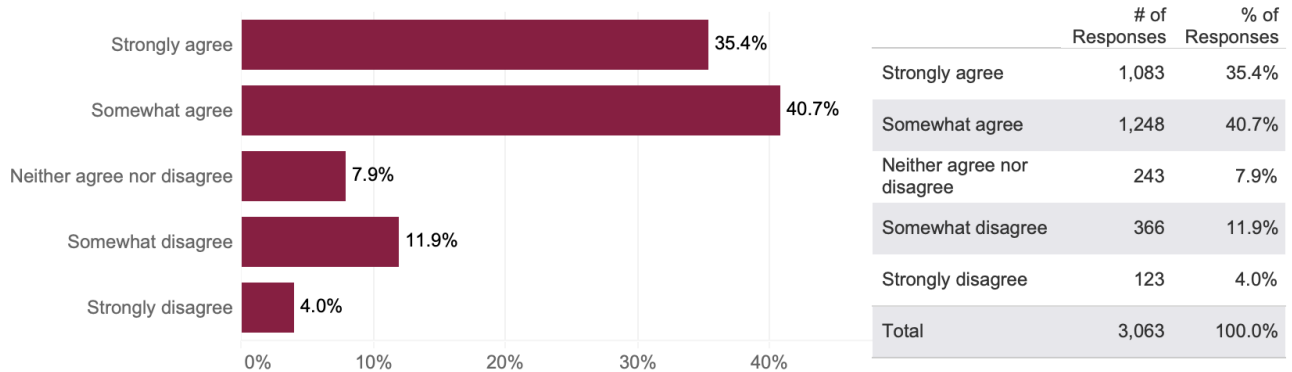
My physical environment is functional and well-maintained.



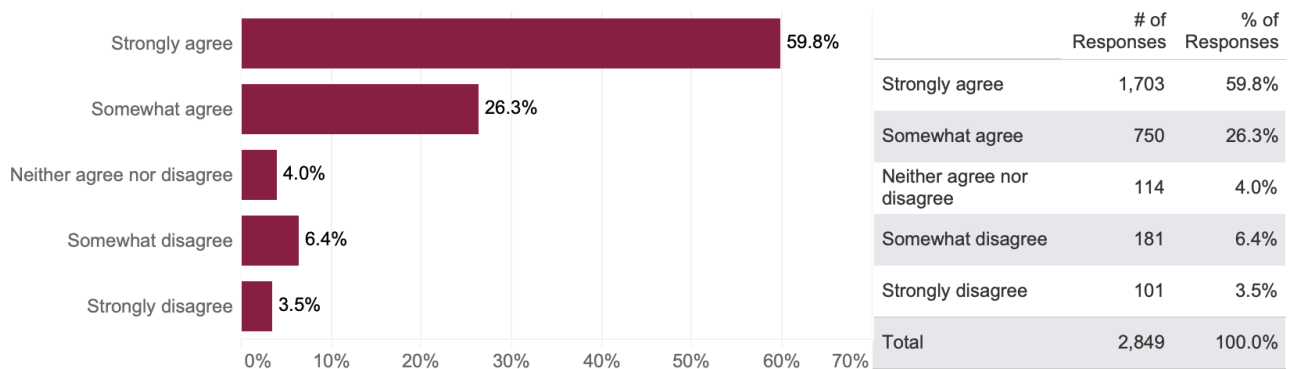
The buildings on my campus meet my accessibility needs.



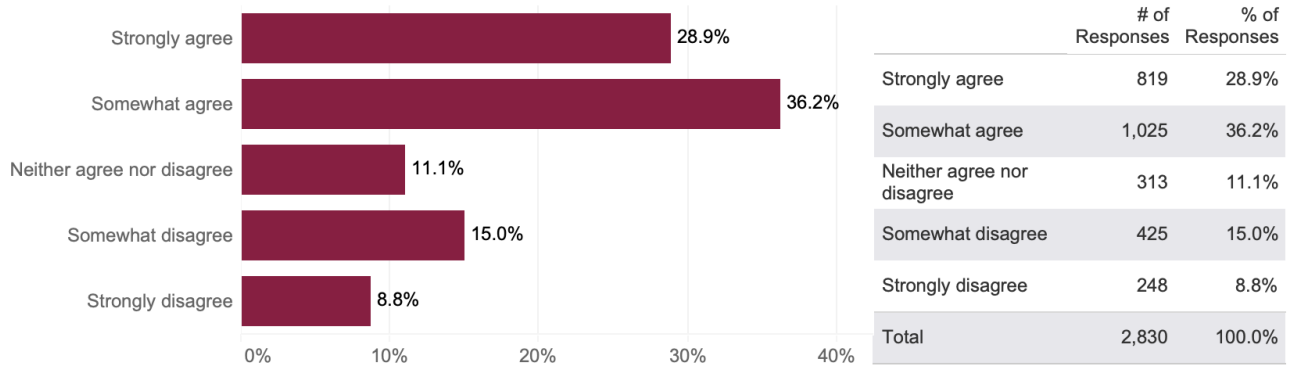
I have the right tools and resources to do my job well.



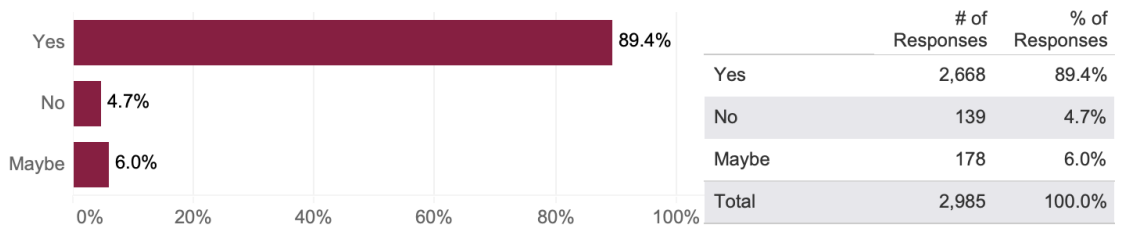
I have the technology I need to successfully work remotely.



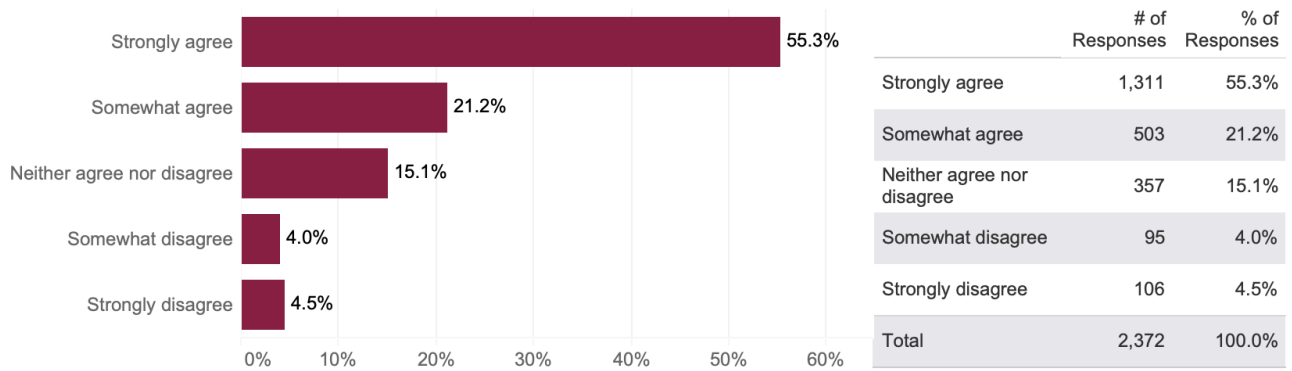
I feel connected to my coworkers although we are physically separated.



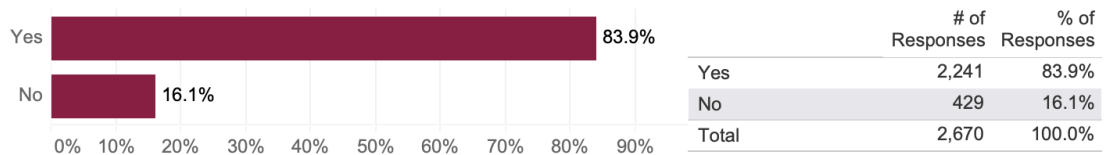
I have or plan to receive a Covid-19 vaccine.



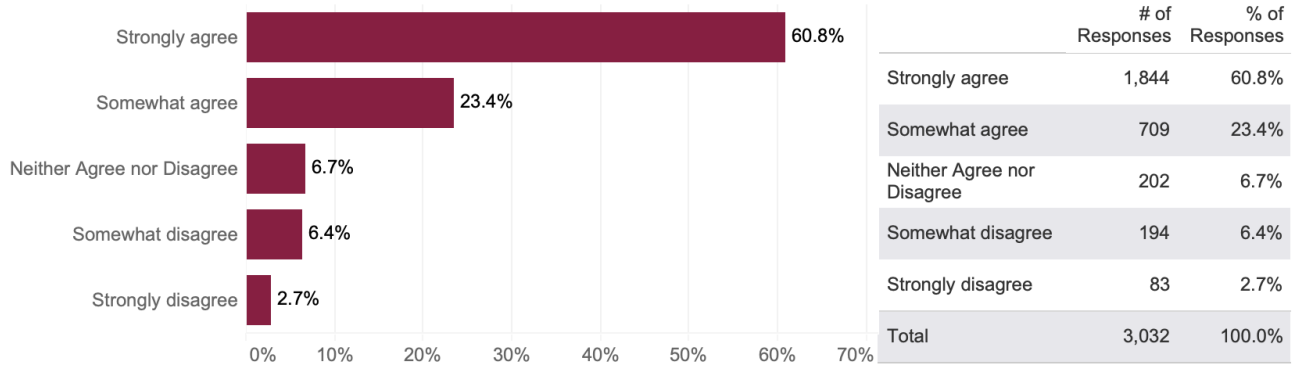
Working remotely has helped me manage family responsibilities.



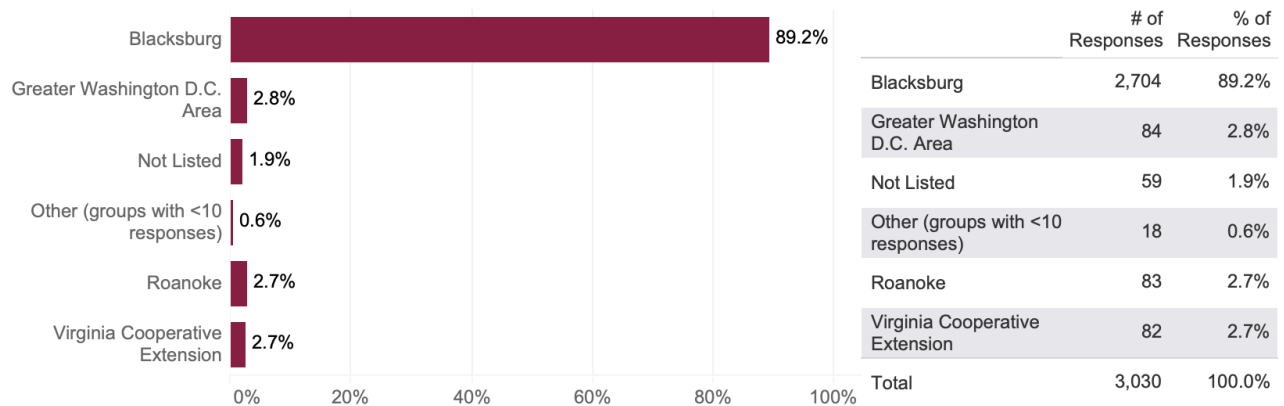
If my role allows, I want to work remotely in some capacity post Covid-19.



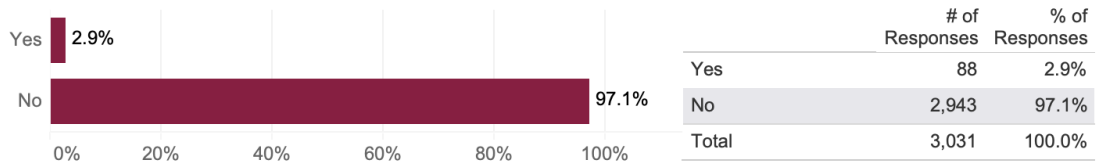
My department/unit leadership has successfully provided the support I need to work during the pandemic.



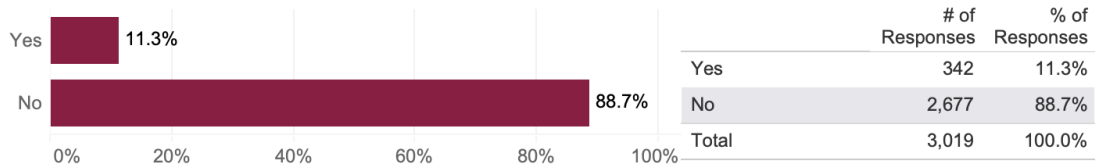
Please select the campus/location where you work most often.



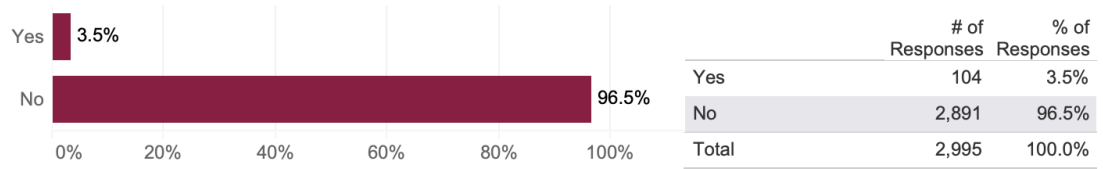
Are you an active duty member or veteran of the U.S. Military?



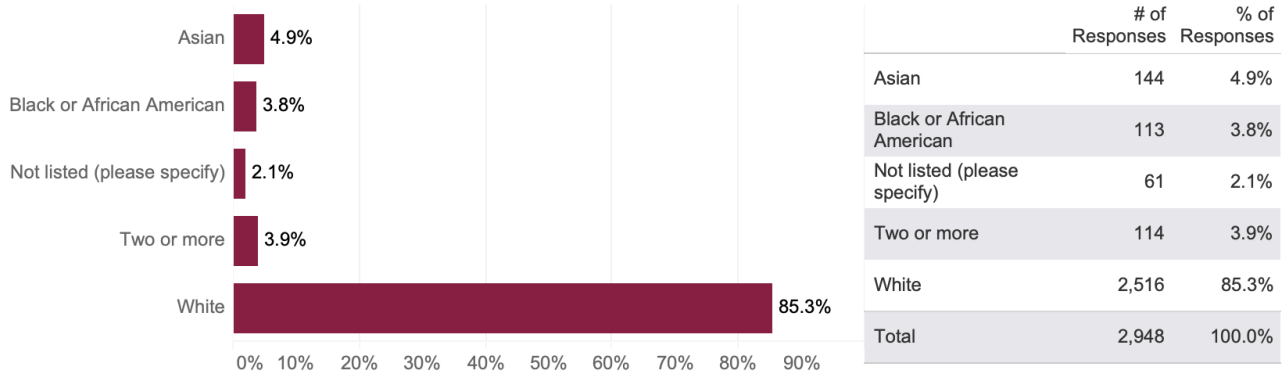
Do you currently have any type of disability?



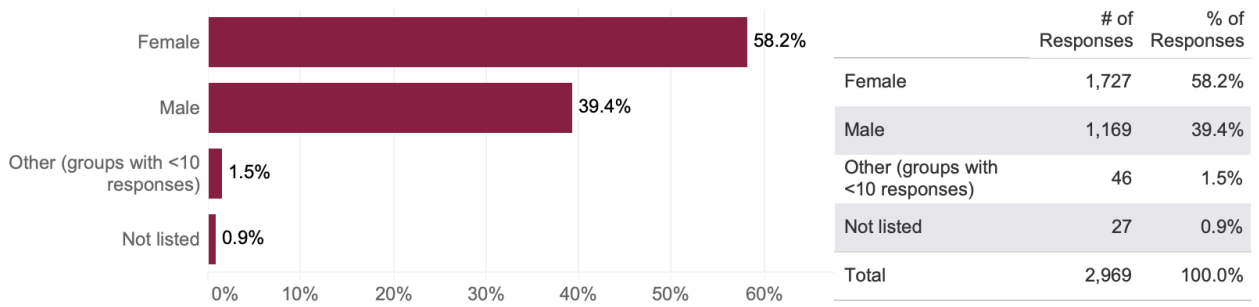
Do you identify as Hispanic/Latinx?



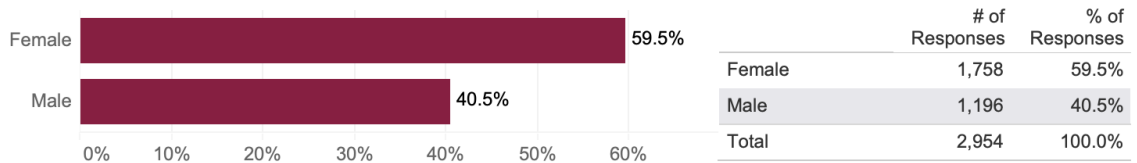
Which of the following racial groups best describes you?



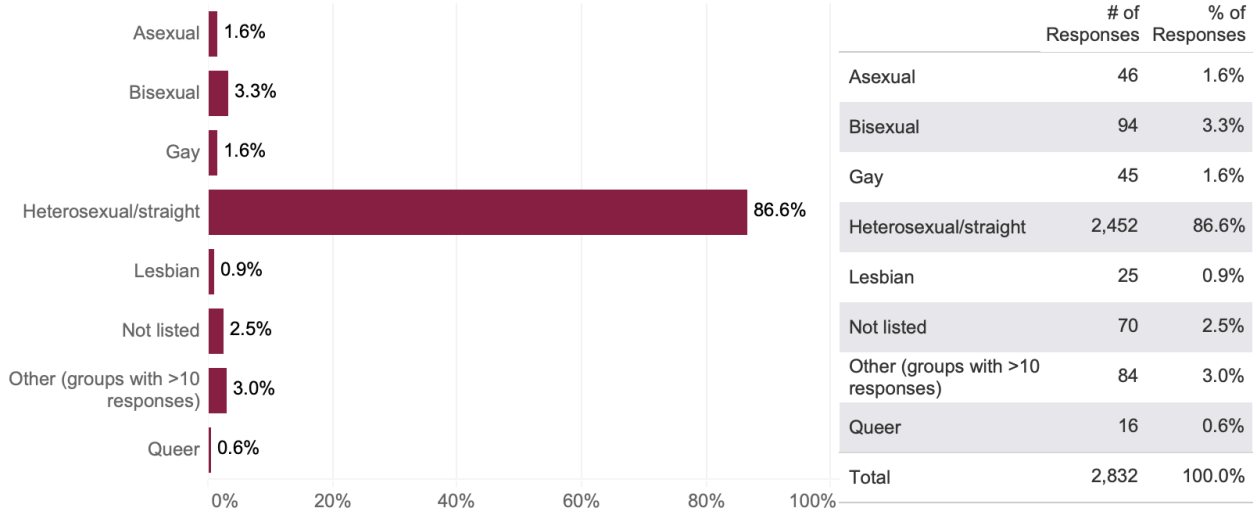
Select your gender.



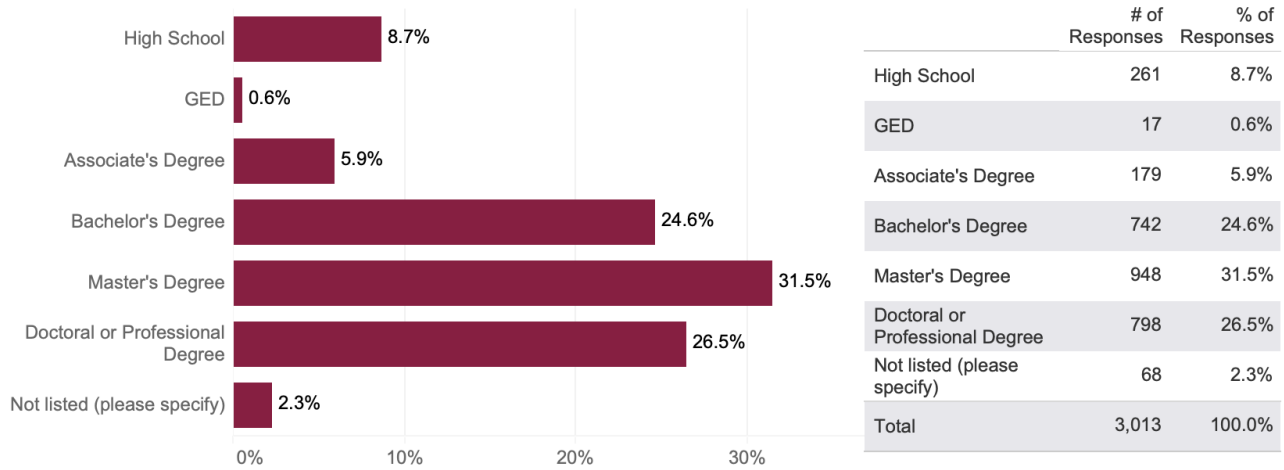
Select the sex you were assigned at birth.



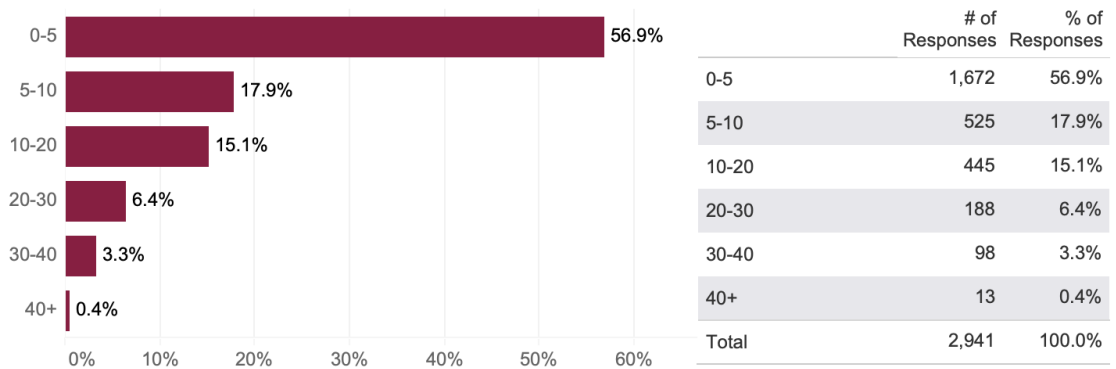
Select your sexual orientation.



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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