2024 Climate Survey Report

November 2024

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Executive Summary

In spring 2024, the Virginia Tech Climate Survey was administered to faculty, staff, part-time faculty, and non-student wage employees. The survey aimed to capture employees' perceptions on climate, diversity, inclusion, leadership, job satisfaction, and work environment. These summarized results offer insights for strategic decision-making to improve the campus climate.

Survey Design and Overall Responses

The survey consisted of 52 questions administered online and, as needed, by paper. Email invitations were sent to 9,967 individuals. Twenty-four (24) percent or 2,385 university employees took part in the survey.

All questions were randomized for each participant except for the demographic questions, which were clustered at the end of the survey. Individuals were able to skip any questions. All responses from the survey were included in the overall results.

Key Participation Metrics

Participation by classification breaks down as follows:

- **Staff:** 33.0 percent of respondents, which closely aligns with their 33.2 percent representation of the university's employee population.
- **Faculty:** 61.9 percent of respondents, exceeding their 53.3 percent share of the university's employee population. The faculty total includes both Teaching and Research (T&R) and Administrative and Professional (A/P) faculty.
- **Part-Time Faculty:** 1.1 percent of respondents, which under-represents their 3.6 percent of the university's employee population.
- **Wage Employees:** 3.9 percent of respondents compared to their 9.9 percent share of the university's employee population.

These same figures were examined with a focus on salaried employees only.

- **Staff:** Respondents represented 34.8 percent of all salaried survey respondents. Staff represent 38.4 percent of all salaried employees.
- **A/P Faculty:** Participation rate was 42.1 percent, which is slightly higher than their salaried employee composition rate of 29.1 percent.
- **T&R Faculty:** Represented 23.1 percent of respondents, which is less than their proportion of the salaried employee population at 32.5 percent.

These summaries show that, while staff numbers in the survey are representative of the population, A/P faculty participation numbers may be over-representative and T&R faculty participation numbers may be under-representative. T&R faculty participation may have been affected by the administration of the nationwide COACHE survey administered through the Office of the Executive Vice President and Provost during the 2023-2024 academic year.

Senior Management Areas (SMA)

The data shows the proportion of survey participants attributable to each senior management area (SMA). The top three SMAs with the highest participation rates were the Vice President for Student Affairs at 11.5 percent, College of Agriculture and Life Sciences at 9.5 percent, and Vice President for Research and Innovation at 8.7 percent. These are some of the largest SMAs at the university, based on employment numbers.

Demographic Representation

Participation rates by demographic group follow. The data shows the proportion of survey participants attributable to each distinct group where there were greater than 10 responses.

Race: Climate survey employee demographic representation is reflected in the following in alphabetical order: Asian, 4.8 percent; Black, 3.7 percent; Hispanic/Latino, 3.3 percent; two or more races/ethnicities, 1.7 percent; and White, 85.5 percent.

In comparing the participation percentages versus the university demographic representation, Asian, at 4.8 percent versus 8.7 percent of the university population; Black, 3.7 percent versus 5.3 percent of the university population; and Hispanic/Latino, at 3.3 percent versus 4.2 percent of the university population; employees were under-represented. Individuals identifying as two or more races/ethnicities represented 1.7 percent, which is equal to the university population. White employees were over-represented at 85.5 percent versus 80.1 percent of the university population.

Gender: Female employees comprised 61.1 percent of the survey respondents, male employees comprised 38.0 percent, and non-binary employees comprised less than 1 percent. The university population is 51.9 percent female. The combination of response rate and university population indicates that female employees are slightly over-represented. The male employees represent 48.1 percent of the employee population. The comparison between the population and the male response rate indicates that males are under-represented in the survey. Individuals who identify as non-binary represent less than 1 percent of the university's employee population.

Veteran Status: 3.6 percent of survey respondents self-identified as veterans. This is slightly higher than the university population of self-identified veterans at 3.2 percent.

Areas of Excellence

Campus Climate

- 87 percent of respondents described the campus as friendly.
- 86 percent agreed that their department is friendly.

Relationships

- 84 percent of employees reported high-quality relationships with students.

Safety

- 89 percent feel safe on their campus.
- 91 percent felt safe in their immediate work environment.

Resources

- 85 percent knew how to access health and wellness resources.
- 86 percent knew the process for harassment reporting procedures.

Job Satisfaction

- 81 percent would choose to work at the university again.

Areas for Improvement

Appreciation

- 66 percent of respondents were satisfied with the appreciation they receive for day-to-day responsibilities.
- 56 percent of respondents were satisfied with the appreciation they receive for outreach work.
- 62 percent of respondents were satisfied with the appreciation they received for leadership.
- 57 percent were satisfied with the appreciation they receive for service to the university community.
- 54 percent were satisfied with the appreciation they receive for teaching.

Workload and Compensation

- 63 percent were satisfied with the workload in their current job.
- 48 percent agreed that compensation is equivalent to the value provided to the university.

Leadership

- 51 percent agreed that university leadership is effective at engaging with the campus community.

Inclusion and Diversity

- 50 percent agreed that in their work, they have **not** experienced or seen a colleague experience, discrimination or harassment based on color, national origin, age, religion, disability, sex, gender, gender identity, gender expression, genetic information, political affiliation, or military status.
- 64 percent agreed that their department or unit is diverse.
- 66 percent agreed that university leadership is effective in promoting diversity.

Recruitment

- 56 percent agreed that current practices for recruiting faculty or staff in their department or unit are effective.

Historical Comparisons

There are six questions that are reviewed for comparison in every climate survey cycle. These questions focus on job satisfaction, workload, work-life balance, career advancement, the Principles of Community and the values of InclusiveVT. Based on a review of the responses from the 2024 survey, there has been some decline in employee satisfaction with their job and their workload. However, there has been an increase in employee satisfaction with career advancement, work-life balance, the presence of the Principles of Community, and the values of InclusiveVT.

Recommendations

The survey results suggest opportunities to improve employee appreciation, workload management, compensation, and leadership engagement. Specific action plans should target under-represented demographic groups and enhance inclusion efforts, with a focus on effective recruitment strategies and addressing feedback from both faculty, staff, and wage employees to foster a more inclusive and supportive work environment.

Survey Participation Report

Overview

Following is data showing survey participation by employee groups, senior management areas (SMA), and demographic groups including race/ethnicity, gender, and veteran status.
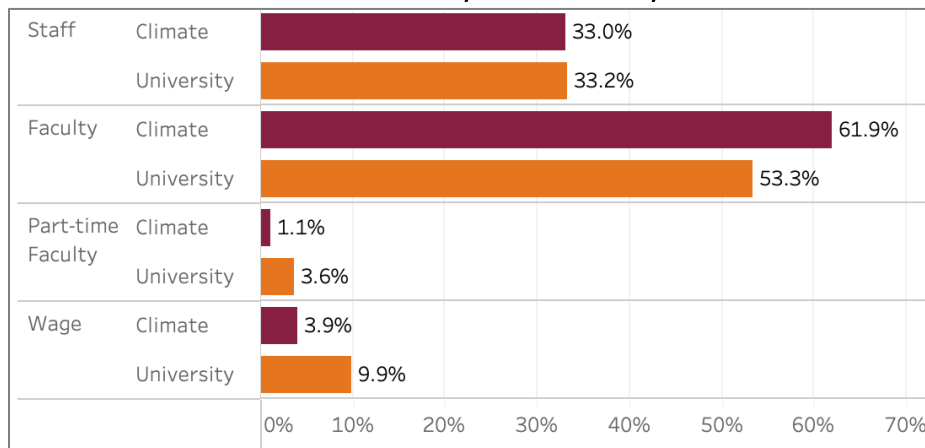
Overall Climate Survey Participation
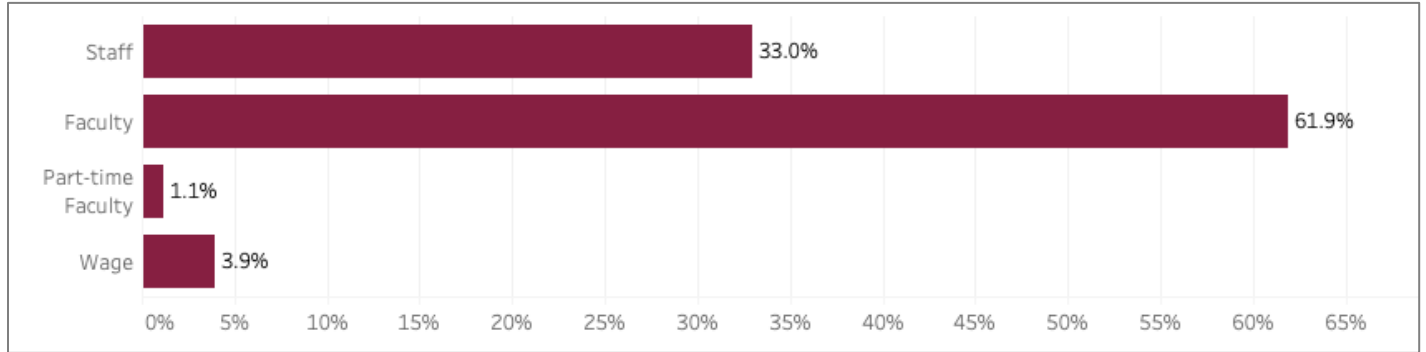
Overall Climate Survey Participation

	Count	Percent
Staff	787	33.0%
Faculty	1,477	61.9%
Part-time Faculty	27	1.1%
Wage	94	3.9%
Total	**2,385**	**100.0%**

Climate Survey vs. University

Difference Between Climate Survey and University Distribution

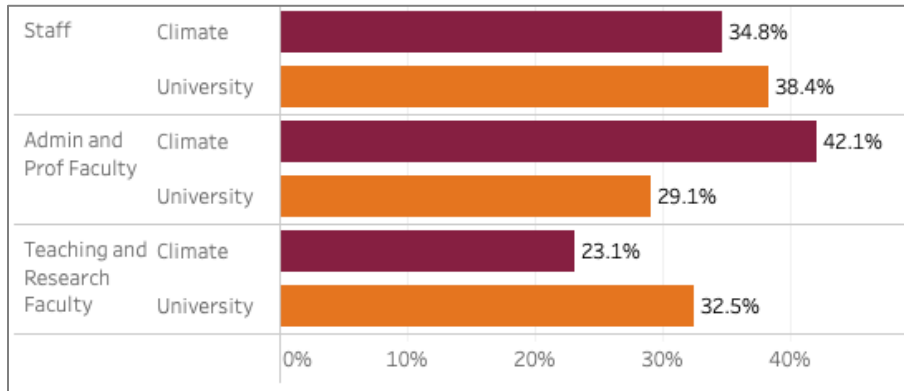| Staff	-0.2%
Faculty	8.6%
Part-time Faculty	-2.5%
Wage	-6.0%

Updated 11/2024

Climate Survey Participation by Salaried Employment
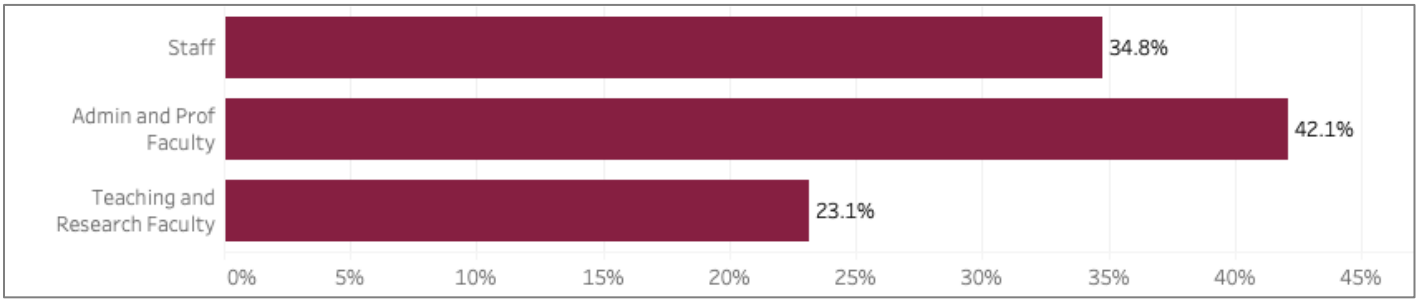
Climate Survey Participation by Salaried Employment

	Count	Percent
Staff	787	34.8%
A/P faculty	953	42.1%
T&R faculty	524	23.1%
Total	**2,264**	**100.0%**

Climate Survey vs. University

Difference Between Climate Survey and University Distribution

Staff	-3.6%
A/P faculty	13.0%
T&R faculty	-9.4%

Updated 11/2024

Climate Survey Participation by SMA*
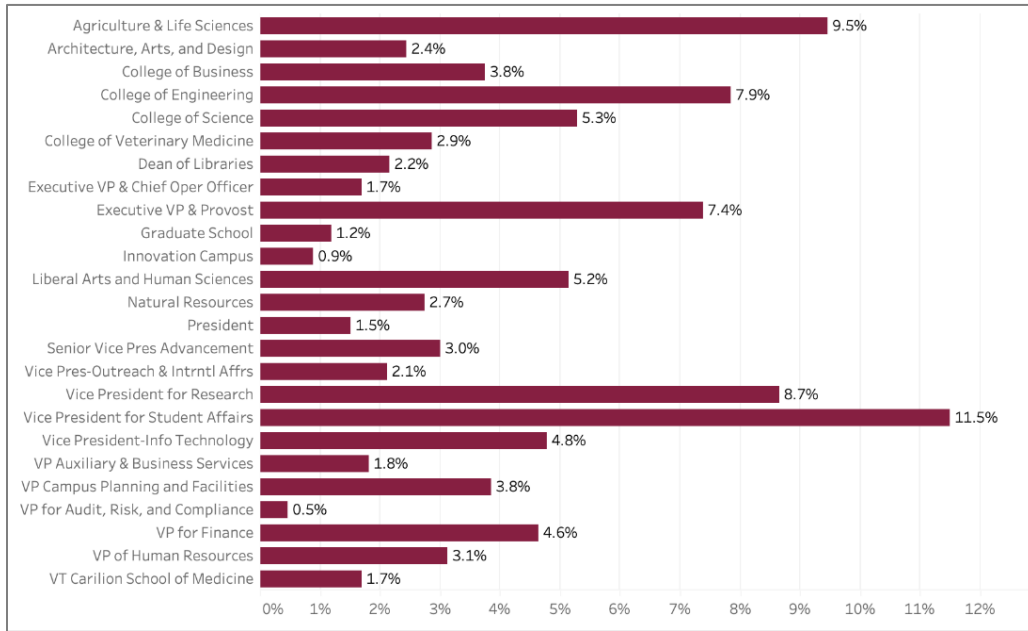
Climate Survey Participation by SMA

	Count	Percent
Agriculture & Life Sciences	224	9.5%
Architecture, Arts, and Design	58	2.4%
College of Business	89	3.8%
College of Engineering	186	7.9%
College of Science	125	5.3%
College of Veterinary Medicine	68	2.9%
Dean of Libraries	51	2.2%
EVP & COO	40	1.7%
EVP & Provost	175	7.4%
Graduate School	28	1.2%
Innovation Campus	21	0.9%
Liberal Arts and Human Sciences	122	5.2%
Natural Resources	65	2.7%
President	36	1.5%
SVP for Advancement	71	3.0%
VP Outreach & International Affairs	50	2.1%
VP for Research	205	8.7%
VP for Student Affairs	272	11.5%
VP for Information Technology	113	4.8%
VP for Auxiliary & Business Services	43	1.8%
VP for Facilities	91	3.8%
VP for Audit, Risk, & Compliance	11	0.5%
VP for Finance	110	4.6%
VP for Human Resources	74	3.1%
VT Carilion School of Medicine	40	1.7%
Total	**2,368**	**100.0%**

Difference Between Climate Survey and University Distribution

Agriculture & Life Sciences	-3.7%
Architecture, Arts, and Design	0.0%
College of Business	0.7%
College of Engineering	-1.9%
College of Science	-2.0%
College of Veterinary Medicine	-2.2%
Dean of Libraries	0.5%
EVP & COO	0.0%
EVP & Provost	3.1%
Graduate School	0.8%
Innovation Campus	0.5%
Liberal Arts and Human Sciences	-1.7%
Natural Resources	-0.3%
President	-2.1%
SVP for Advancement	-0.2%
VP Outreach & International Affairs	0.8%
VP for Research	-0.2%
VP for Student Affairs	1.4%
VP for Information Technology	1.4%
VP for Auxiliary & Business Services	0.9%
VP for Facilities	-1.3%
VP for Audit, Risk, & Compliance	0.4%
VP for Finance	2.7%
VP for Human Resources	2.2%
VT Carilion School of Medicine	0.4%

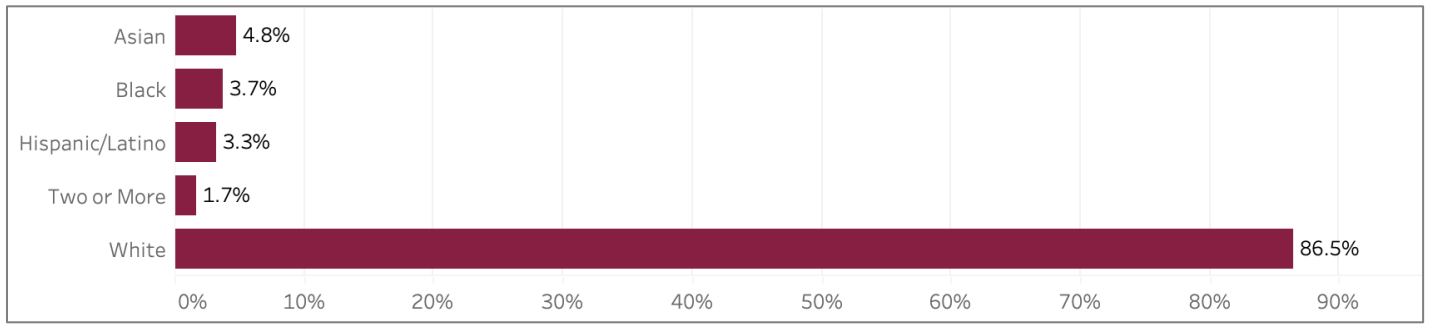* In order to protect anonymity, senior management areas with less than 10 responses are not reported.

Updated 11/2024

Climate Survey Participation by SMA*

(Climate Survey vs. University)

SMA		Percentage
Agriculture & Life Sciences	Climate	9.5%
	University	13.2%
Architecture, Arts, and Design	Climate	2.4%
	University	2.4%
College of Business	Climate	3.8%
	University	3.1%
College of Engineering	Climate	7.9%
	University	9.8%
College of Science	Climate	5.3%
	University	7.3%
College of Veterinary Medicine	Climate	2.9%
	University	5.1%
Dean of Libraries	Climate	2.2%
	University	1.7%
Executive VP & Chief Oper Officer	Climate	1.7%
	University	1.7%
Executive VP & Provost	Climate	7.4%
	University	4.3%
Graduate School	Climate	1.2%
	University	0.4%
Innovation Campus	Climate	0.9%
	University	0.4%
Liberal Arts and Human Sciences	Climate	5.2%
	University	6.9%
Natural Resources	Climate	2.7%
	University	3.0%
President	Climate	1.5%
	University	3.6%
Senior Vice Pres Advancement	Climate	3.0%
	University	3.2%
Vice Pres-Outreach & Intrntl Affrs	Climate	2.1%
	University	1.3%
Vice President for Research	Climate	8.7%
	University	8.9%
Vice President for Student Affairs	Climate	11.5%
	University	10.1%
Vice President-Info Technology	Climate	4.8%
	University	3.4%
VP Auxiliary & Business Services	Climate	1.8%
	University	0.9%
VP Campus Planning and Facilities	Climate	3.8%
	University	5.1%
VP for Audit, Risk, and Compliance	Climate	0.5%
	University	0.1%
VP for Finance	Climate	4.6%
	University	1.9%
VP of Human Resources	Climate	3.1%
	University	0.9%
VT Carilion School of Medicine	Climate	1.7%
	University	1.3%

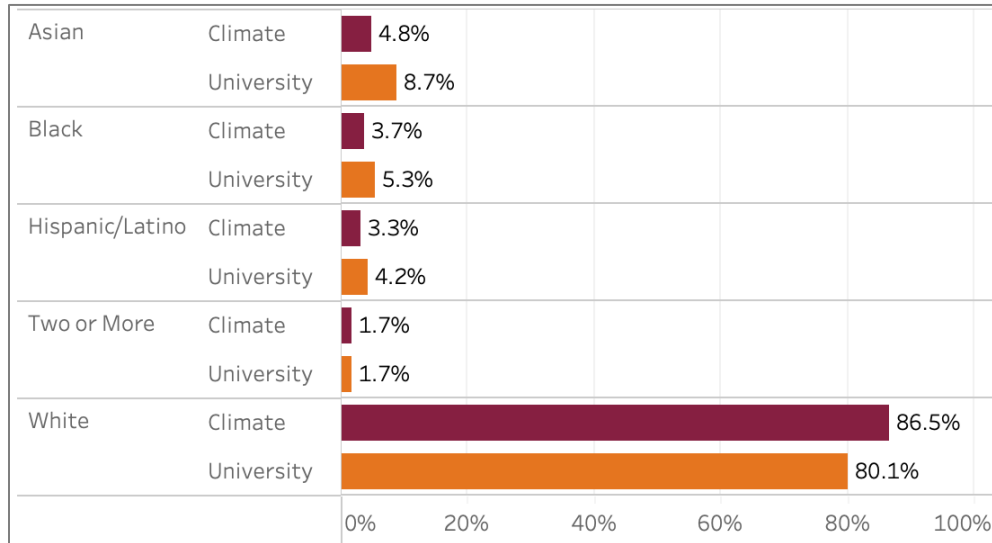* In order to protect anonymity, senior management areas with less than 10 responses are not reported.

Updated 11/2024

Climate Survey Participation by Race/Ethnicity*

Climate Survey Participation by Race/Ethnicity

	Count	Percent
Asian	114	4.8%
Black	87	3.7%
Hispanic/Latino	77	3.3%
Two or More	41	1.7%
White	2,049	86.5%
Total	**2,368**	**100.0%**

Climate Survey vs. University

Difference Between Climate Survey and University Distribution

Asian	-3.9%
Black	-1.6%
Hispanic/Latino	-0.9%
Two or More	0.0%
White	6.4%

* In order to protect anonymity, race categories with less than 10 responses and individuals who chose not to identify are not reported.

Updated 11/2024

Climate Survey Participation by Gender*

Climate Survey Participation by Gender

	Count	Percent
Female	1,451	61.1%
Male	903	38.0%
Nonbinary	22	0.9%
Total	**2,376**	**100.0%**

Climate Survey vs. University
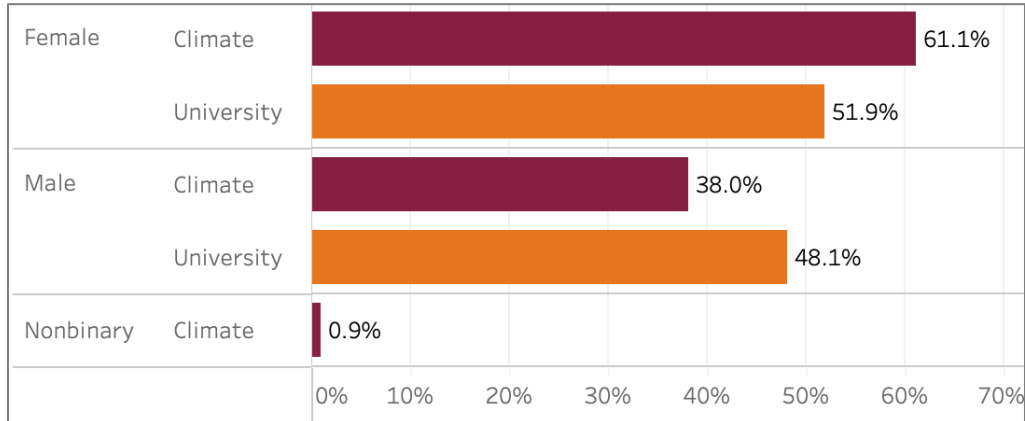
Difference Between Climate Survey and University Distribution

Female	9.2%
Male	-10.1%
Nonbinary	0.9%

* In order to protect anonymity, gender categories with less than 10 responses and individuals who chose not to identify are not reported.

Climate Survey Participation by Veteran Status*
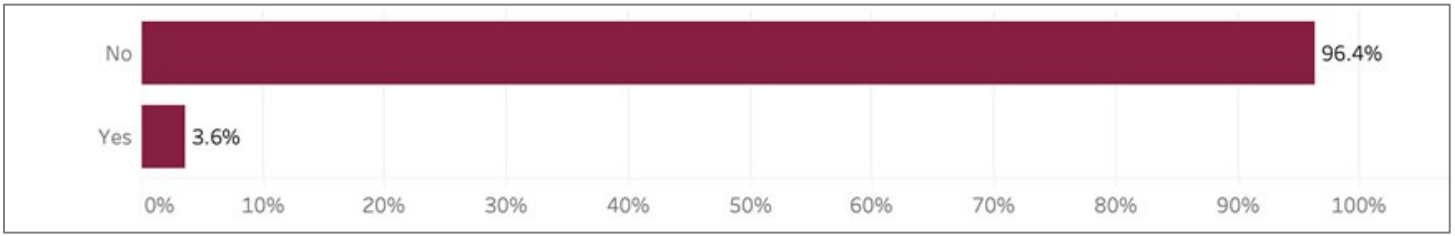
Climate Survey Participation by Veteran Status

	Count	Percent
No	2,298	96.4%
Yes	86	3.6%
Total	**2,384**	**100.0%**

Climate Survey vs. University
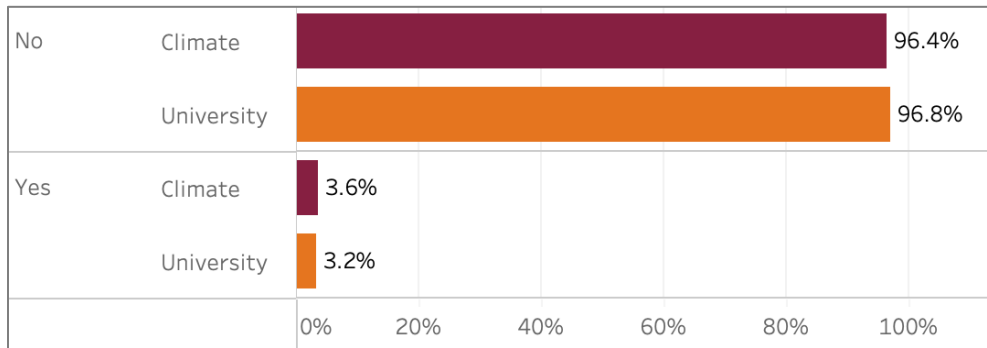
Difference Between Climate Survey and University Distribution

No	-0.4%
Yes	0.4%

* In order to protect anonymity, veteran categories with less than 10 responses and individuals who chose not to identify are not reported.

Historical Survey Questions

Overview

The following six historical questions are reviewed for comparison every climate survey cycle:

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

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

There were 85.5 percent of employee respondents who agreed, strongly agreed, or neither agreed nor disagreed that they were satisfied with their job at the university. This was a 1.5 percent decrease in agreement since 2021 and a 3.5 percent decrease in agreement since 2018. Whether there has been some decline over the past few years, the overwhelming majority of employees responding to the survey continue to be satisfied with their job.

Employee Responses Graph
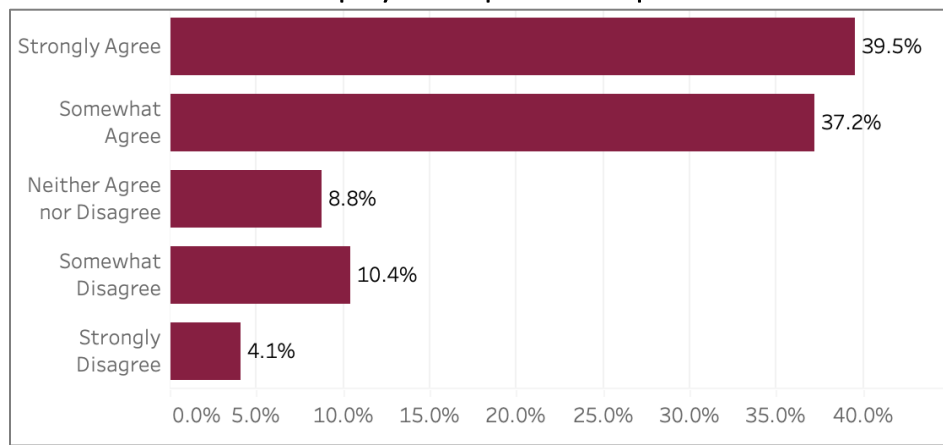
Response	Percent
Strongly Agree	39.5%
Somewhat Agree	37.2%
Neither Agree nor Disagree	8.8%
Somewhat Disagree	10.4%
Strongly Disagree	4.1%

Employee Responses Table

	Count	Percent
Strongly Agree	898	39.5%
Somewhat Agree	845	37.2%
Neither Agree nor Disagree	200	8.8%
Somewhat Disagree	237	10.4%
Strongly Disagree	93	4.1%
Total	**2,273**	**100.0%**

Historical Comparison of Positive Responses*
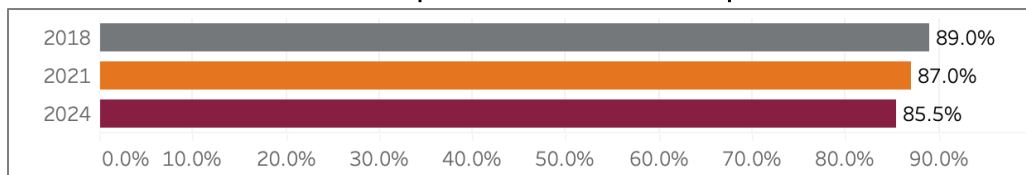
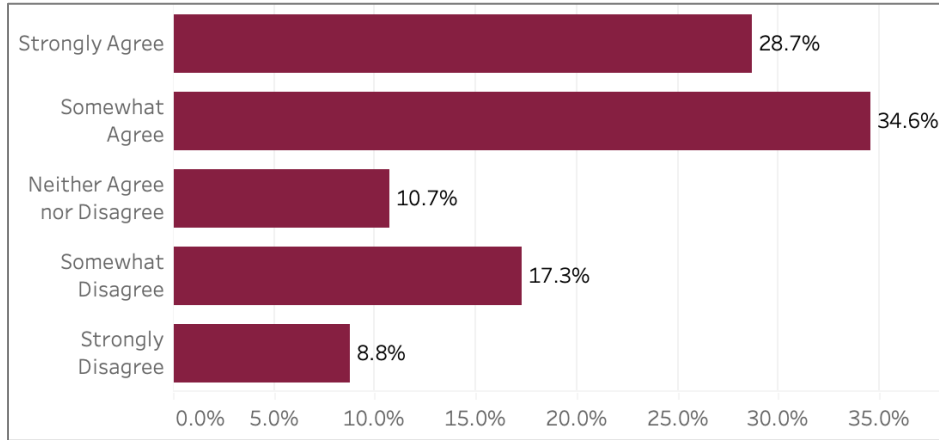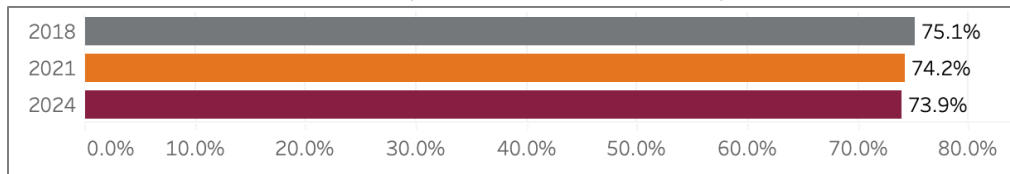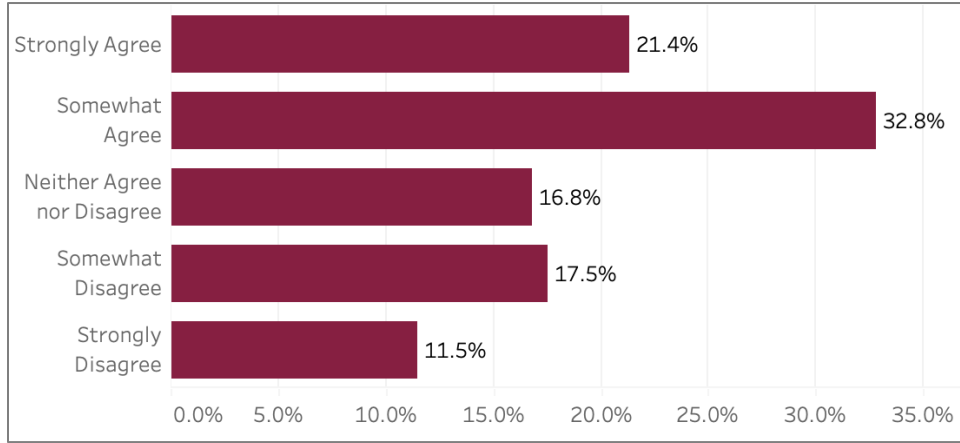| Year	Percent
2018	89.0%
2021	87.0%
2024	85.5%

* The 2024 and 2021 climate surveys used a five-point scale, while the 2018 survey used a four-point scale. In order to compare across all years, this question categorizes strongly agree, somewhat agree, and neither agree nor disagree as positive responses for the 2024 and 2021 surveys.

2) I am satisfied with the workload in my current job.

There were 73.9 percent of employees who agreed, strongly agreed, or neither agreed nor disagreed that they were satisfied with workload in their current job. This was a 0.3 percent decrease in agreement since 2021 and a 1.2 percent decrease in agreement since 2018. While there has been some decline over the past few years, the majority of employees responding to the survey continue to be satisfied with their workload.

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly Agree	652	28.7%
Somewhat Agree	785	34.6%
Neither Agree nor Disagree	243	10.7%
Somewhat Disagree	393	17.3%
Strongly Disagree	199	8.8%
Total	**2,272**	**100.0%**

Historical Comparison of Positive Responses*

* The 2024 and 2021 climate surveys used a five-point scale, while the 2018 survey used a four-point scale. In order to compare across all years, this question categorizes strongly agree, somewhat agree, and neither agree nor disagree as positive responses for the 2024 and 2021 surveys.

3) I have opportunities for career advancement within the university.

There were 71.0 percent of employee respondents who agreed, strongly agreed, or neither agreed nor disagreed that they have opportunities for career advancement within the university. This is a 1.0 percent increase in agreement since 2021 and an 11.2 percent increase in agreement since 2018.
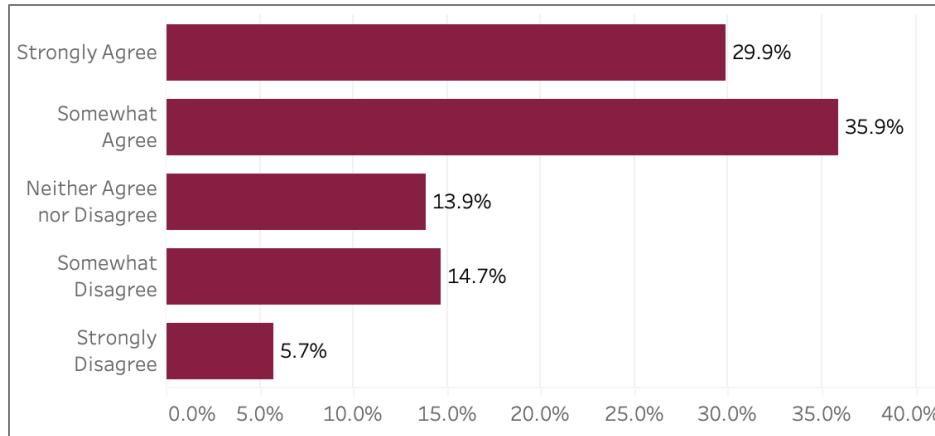
Employee Responses Graph

Response	Percent
Strongly Agree	21.4%
Somewhat Agree	32.8%
Neither Agree nor Disagree	16.8%
Somewhat Disagree	17.5%
Strongly Disagree	11.5%

Employee Responses Table

	Count	Percent
Strongly Agree	485	21.4%
Somewhat Agree	744	32.8%
Neither Agree nor Disagree	382	16.8%
Somewhat Disagree	398	17.5%
Strongly Disagree	261	11.5%
Total	**2,270**	**100.0%**

Historical Comparison of Positive Responses*
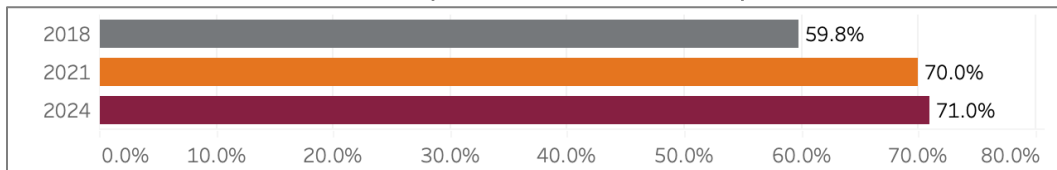
Year	Percent
2018	59.8%
2021	70.0%
2024	71.0%

* The 2024 and 2021 climate surveys used a five-point scale, while the 2018 survey used a four-point scale. In order to compare across all years, this question categorizes strongly agree, somewhat agree, and neither agree nor disagree as positive responses for the 2024 and 2021 surveys.

4) The university supports a positive work-life balance.

There were 79.6 percent of employee respondents who agreed, strongly agreed, or neither agreed nor disagreed that the university supports a positive work-life balance. This is a 1.6 percent increase in agreement since 2021 and a 3.6 percent increase in agreement since 2018.
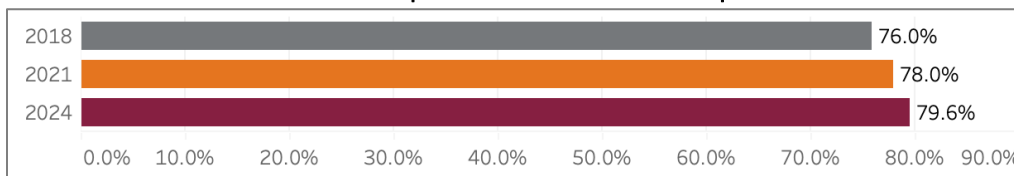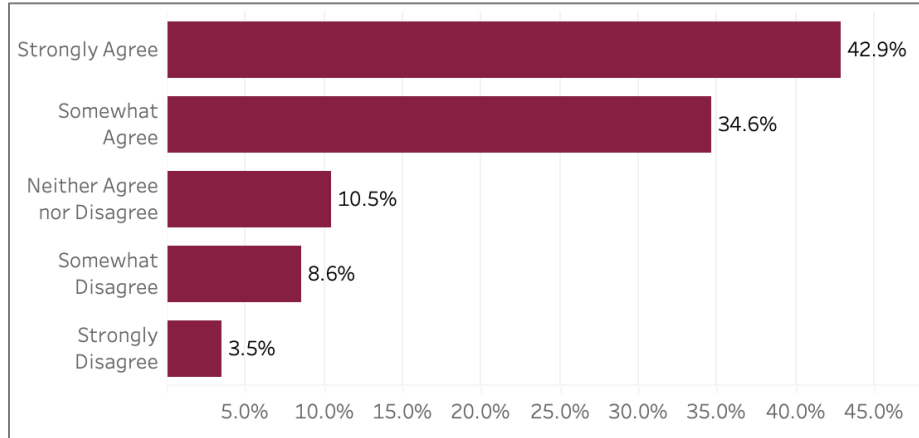
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly Agree	677	29.9%
Somewhat Agree	813	35.9%
Neither Agree nor Disagree	314	13.9%
Somewhat Disagree	333	14.7%
Strongly Disagree	130	5.7%
Total	**2,267**	**100.0%**

Historical Comparison of Positive Responses*

* The 2024 and 2021 climate surveys used a five-point scale, while the 2018 survey used a four-point scale. In order to compare across all years, this question categorizes strongly agree, somewhat agree, and neither agree nor disagree as positive responses for the 2024 and 2021 surveys.

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

There were 77.5 percent of employee respondents who agreed or strongly agreed that the Virginia Tech Principles of Community are reflected in their work environment. This is a 3.5 percent increase in agreement since 2021 and a 6.5 percent increase in agreement since 2018.
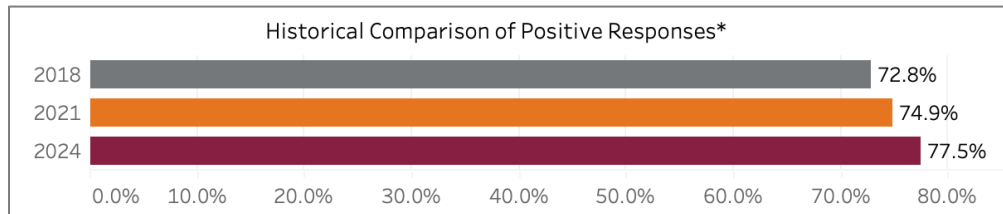
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly Agree	967	42.9%
Somewhat Agree	781	34.6%
Neither Agree nor Disagree	236	10.5%
Somewhat Disagree	193	8.6%
Strongly Disagree	79	3.5%
Total	**2,256**	**100.0%**

Historical Comparison of Positive Responses*

* The 2024, 2021, and 2018 climate surveys used a five-point scale. This question categorizes strongly agree and somewhat agree as positive responses for all years.

6) The values of InclusiveVT are reflected in my work environment.

There were 72.6 percent of employee respondents who agreed or strongly agreed that the values of InclusiveVT are reflected in their work environment. This is a 2.8 percent increase in agreement since 2021 and a 15.8 percent increase in agreement since 2018.
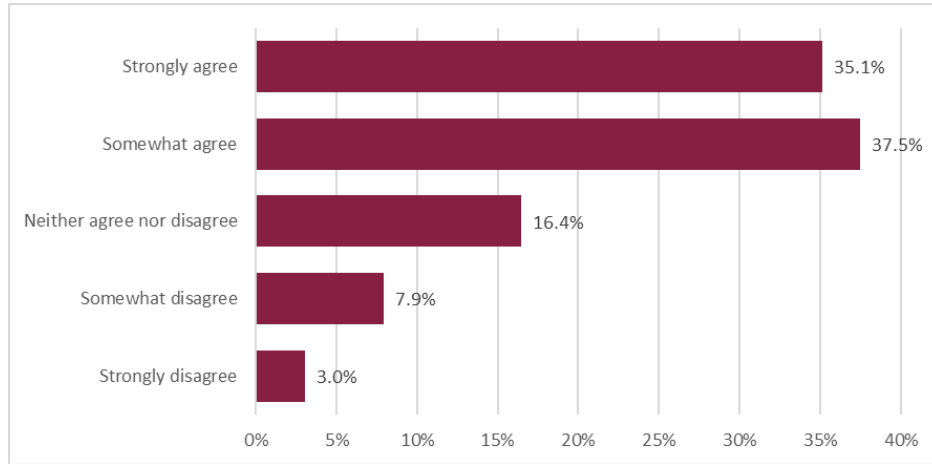
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	798	35.1%
Somewhat agree	851	37.5%
Neither agree nor disagree	373	16.4%
Somewhat disagree	180	7.9%
Strongly disagree	69	3.0%
Total	**2,271**	**100.0%**

Historical Comparison of Positive Responses*
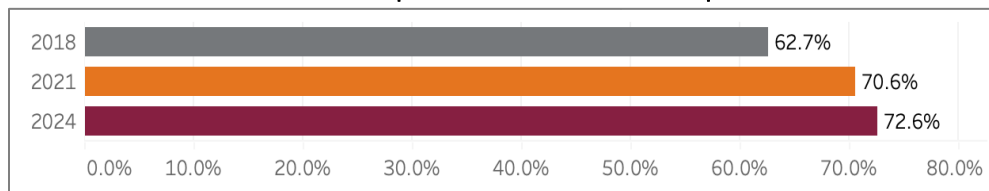
* The 2024, 2021, and 2018 climate surveys used a five-point scale. This question categorizes strongly agree and somewhat agree as positive responses for all years.

All Climate Survey Questions

Overview

This report summarizes responses for all 52 questions from the 2024 climate survey, including historical and demographic questions. All questions were randomized for each participant except for the demographic questions, which were clustered at the end of the survey. Individuals were able to skip any questions. All responses from the survey were included in the overall results.
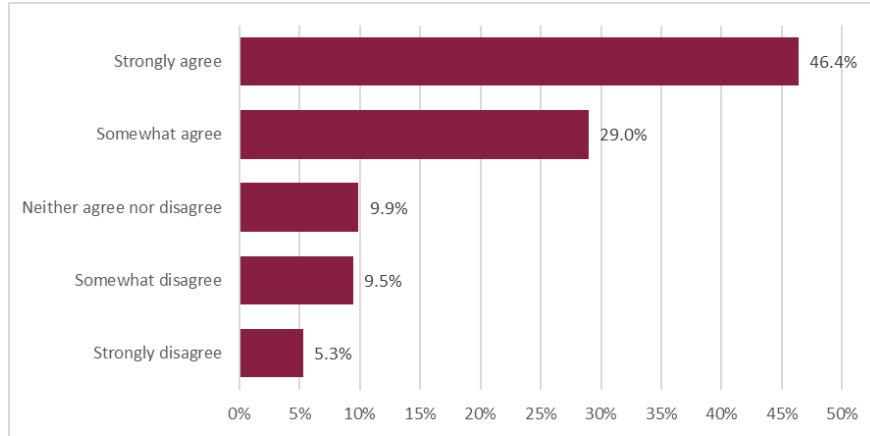
The overall climate on my campus is good.

Employee Responses Graph
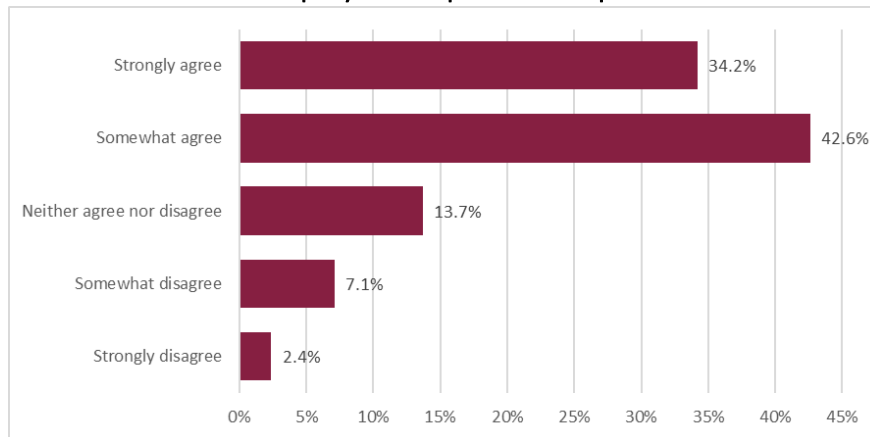
Employee Responses Table

	Count	Percent
Strongly agree	776	34.2%
Somewhat agree	966	42.6%
Neither agree nor disagree	310	13.7%
Somewhat disagree	161	7.1%
Strongly disagree	54	2.4%
Total	**2,267**	**100.0%**

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

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	1,054	46.4%
Somewhat agree	658	29.0%
Neither agree nor disagree	225	9.9%
Somewhat disagree	215	9.5%
Strongly disagree	120	5.3%
Total	**2,272**	**100.0%**

I am satisfied with my job at the university.
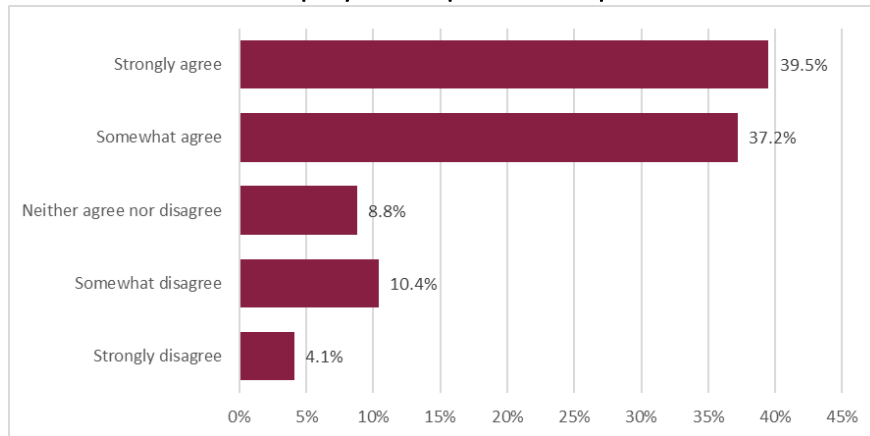
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	898	39.5%
Somewhat agree	845	37.2%
Neither agree nor disagree	200	8.8%
Somewhat disagree	237	10.4%
Strongly disagree	93	4.1%
Total	**2,273**	**100.0%**

People in my department/unit work well together.

Employee Responses Graph
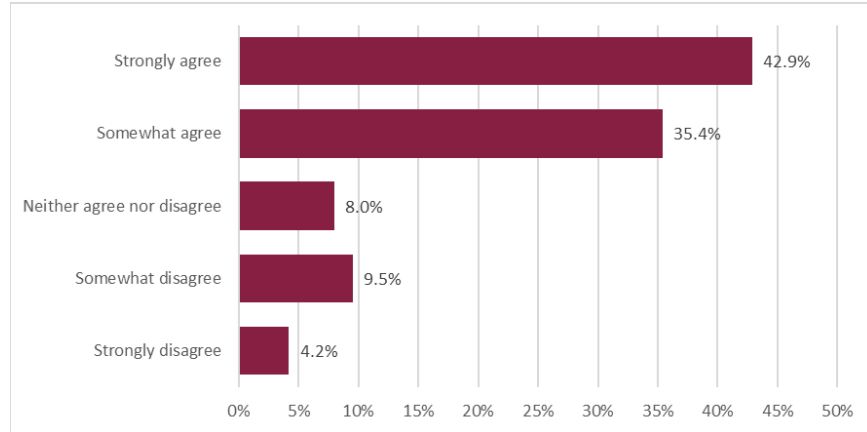
Employee Responses Table

	Count	Percent
Strongly agree	974	42.9%
Somewhat agree	804	35.4%
Neither agree nor disagree	181	8.0%
Somewhat disagree	216	9.5%
Strongly disagree	95	4.2%
Total	**2,270**	**100.0%**

I have opportunities for career advancement within the university.

Employee Responses Graph
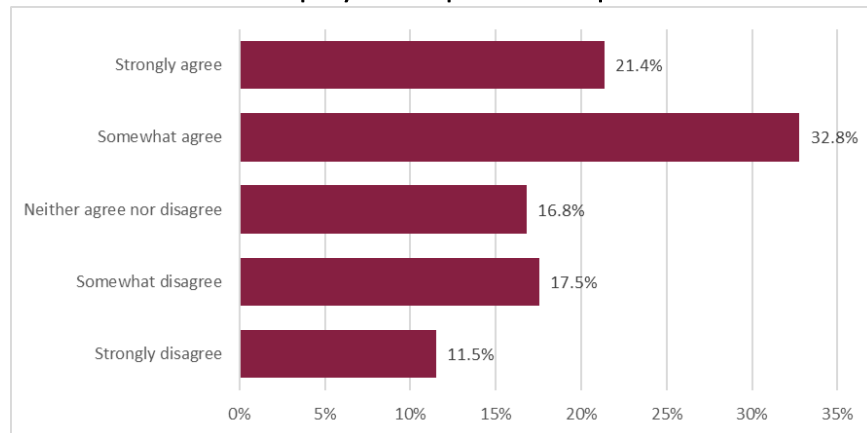
Employee Responses Table

	Count	Percent
Strongly agree	485	21.4%
Somewhat agree	744	32.8%
Neither agree nor disagree	382	16.8%
Somewhat disagree	398	17.5%
Strongly disagree	261	11.5%
Total	**2,270**	**100.0%**

I know how to find health and wellness resources through the university.

Employee Responses Graph
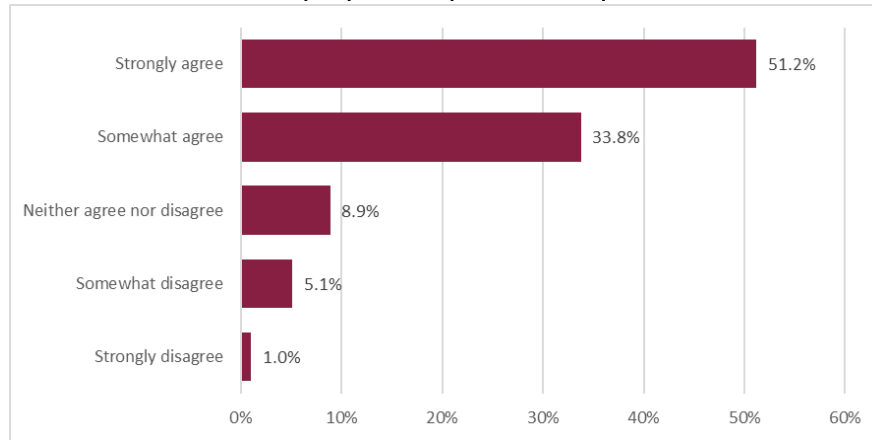
Employee Responses Table

	Count	Percent
Strongly agree	1,165	51.2%
Somewhat agree	768	33.8%
Neither agree nor disagree	202	8.9%
Somewhat disagree	117	5.1%
Strongly disagree	23	1.0%
Total	**2,275**	**100.0%**

I have opportunities for professional development at the university.

Employee Responses Graph
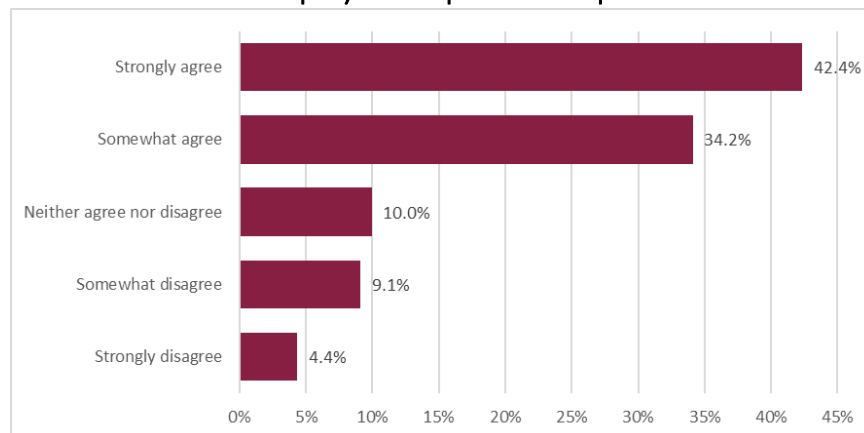
Employee Responses Table

	Count	Percent
Strongly agree	960	42.4%
Somewhat agree	774	34.2%
Neither agree nor disagree	226	10.0%
Somewhat disagree	207	9.1%
Strongly disagree	99	4.4%
Total	**2,266**	**100.0%**

Updated 11/2024

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

Employee Responses Graph
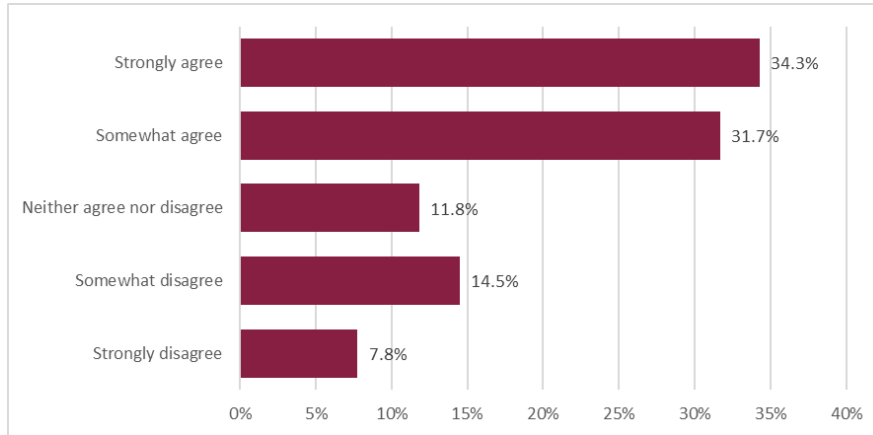
Employee Responses Table

	Count	Percent
Strongly agree	777	34.3%
Somewhat agree	718	31.7%
Neither agree nor disagree	268	11.8%
Somewhat disagree	329	14.5%
Strongly disagree	176	7.8%
Total	**2,268**	**100.0%**

The overall climate in my department/unit is good.

Employee Responses Graph
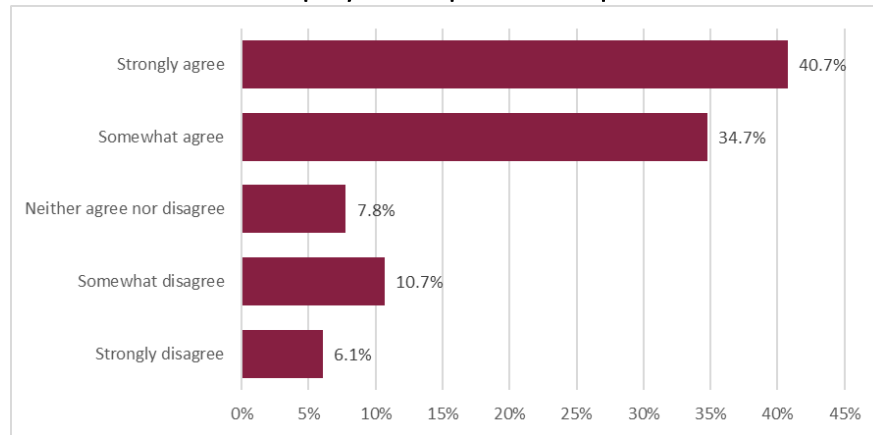
Employee Responses Table

	Count	Percent
Strongly agree	922	40.7%
Somewhat agree	786	34.7%
Neither agree nor disagree	176	7.8%
Somewhat disagree	242	10.7%
Strongly disagree	137	6.1%
Total	**2,263**	**100.0%**

I am satisfied with the appreciation I receive for my outreach work.*

Employee Responses Graph

Response	Percent
Strongly agree	25.0%
Somewhat agree	31.1%
Neither agree nor disagree	23.9%
Somewhat disagree	11.6%
Strongly disagree	8.4%
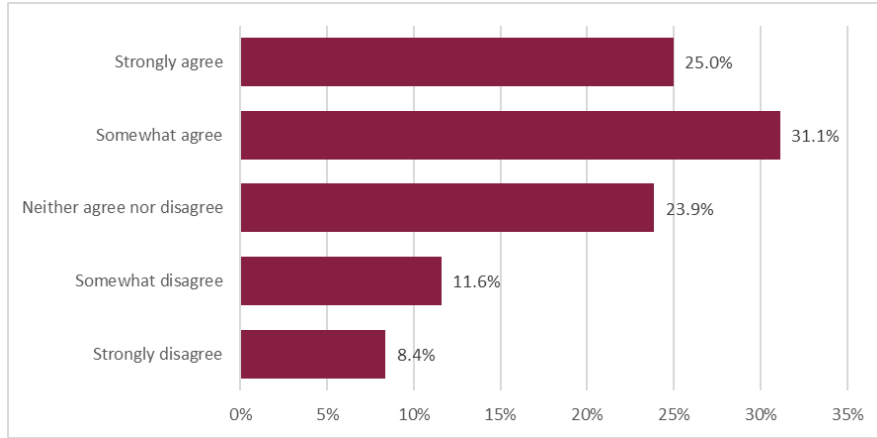
Employee Responses Table

	Count	Percent
Strongly agree	355	25.0%
Somewhat agree	442	31.1%
Neither agree nor disagree	339	23.9%
Somewhat disagree	165	11.6%
Strongly disagree	119	8.4%
Total	**1,420**	**100.0%**

* 846 employees responded not applicable.

# The university supports a positive work-life balance.
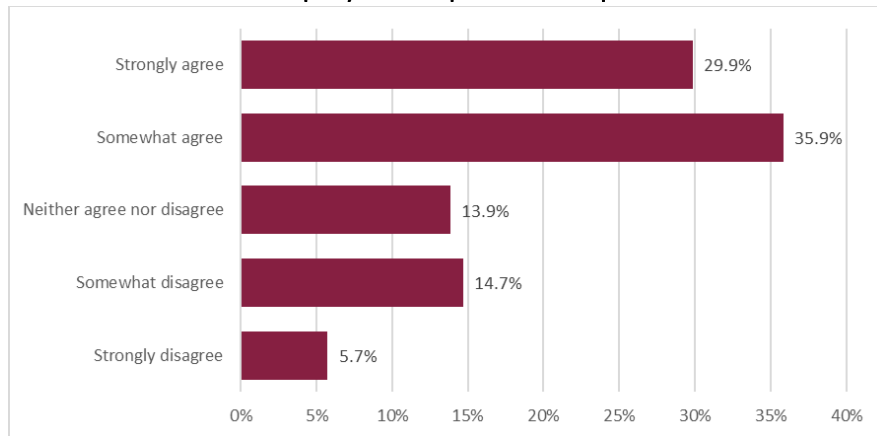
Employee Responses Graph

Response	Percent
Strongly agree	29.9%
Somewhat agree	35.9%
Neither agree nor disagree	13.9%
Somewhat disagree	14.7%
Strongly disagree	5.7%

Employee Responses Table

	Count	Percent
Strongly agree	677	29.9%
Somewhat agree	813	35.9%
Neither agree nor disagree	314	13.9%
Somewhat disagree	333	14.7%
Strongly disagree	130	5.7%
Total	**2,267**	**100.0%**

My department/unit supports a positive work-life balance.

Employee Responses Graph
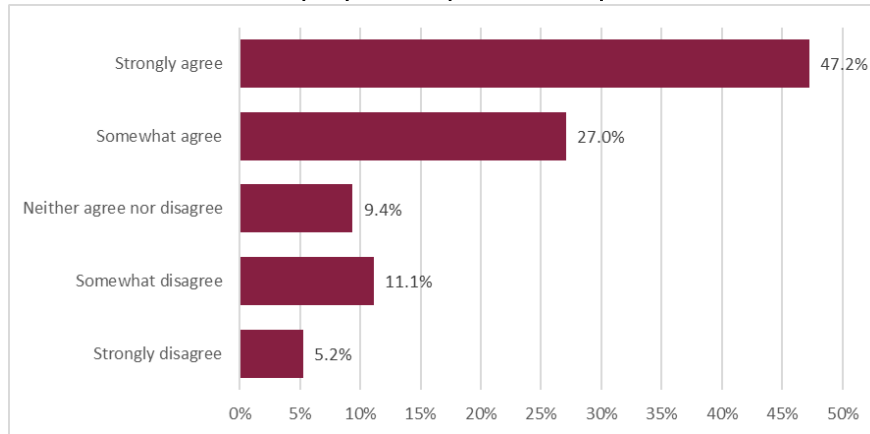
Employee Responses Table

	Count	Percent
Strongly agree	1,072	47.2%
Somewhat agree	614	27.0%
Neither agree nor disagree	213	9.4%
Somewhat disagree	252	11.1%
Strongly disagree	119	5.2%
Total	**2,270**	**100.0%**

I am satisfied with the appreciation I receive for my leadership.*

Employee Responses Graph
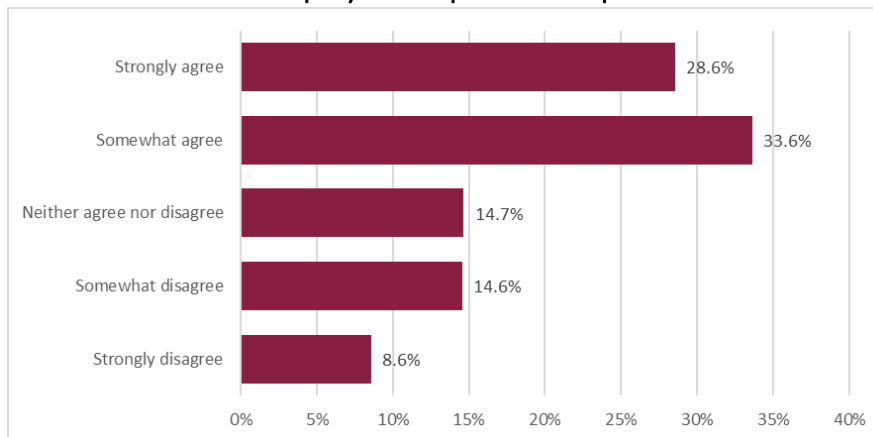
Employee Responses Table

	Count	Percent
Strongly agree	563	28.6%
Somewhat agree	663	33.6%
Neither agree nor disagree	289	14.7%
Somewhat disagree	287	14.6%
Strongly disagree	169	8.6%
Total	**1,971**	**100.0%**

* 295 employees responded not applicable.

Updated 11/2024

My campus is friendly.

Employee Responses Graph
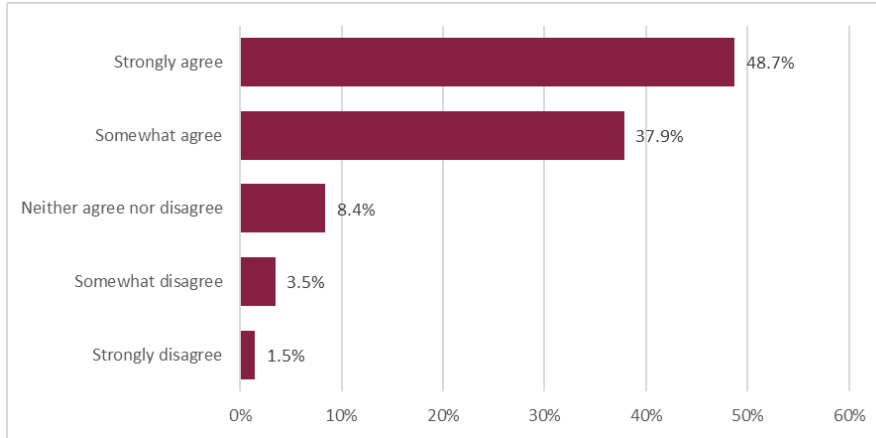
	Count	Percent
Strongly agree	1,105	48.7%
Somewhat agree	859	37.9%
Neither agree nor disagree	191	8.4%
Somewhat disagree	79	3.5%
Strongly disagree	33	1.5%
Total	**2,267**	**100.0%**

Employee Responses Table

I am satisfied with the workload of my current job.

Employee Responses Graph
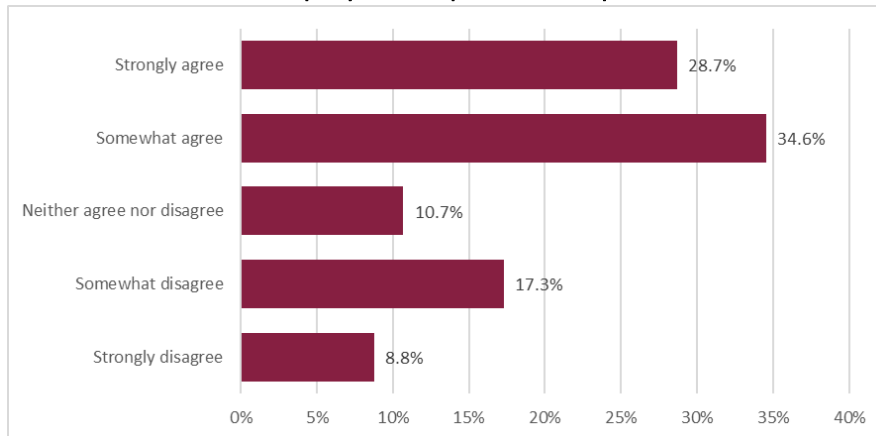
	Count	Percent
Strongly agree	652	28.7%
Somewhat agree	785	34.6%
Neither agree nor disagree	243	10.7%
Somewhat disagree	393	17.3%
Strongly disagree	199	8.8%
Total	**2,272**	**100.0%**

Employee Responses Table

My campus is inclusive.

Employee Responses Graph
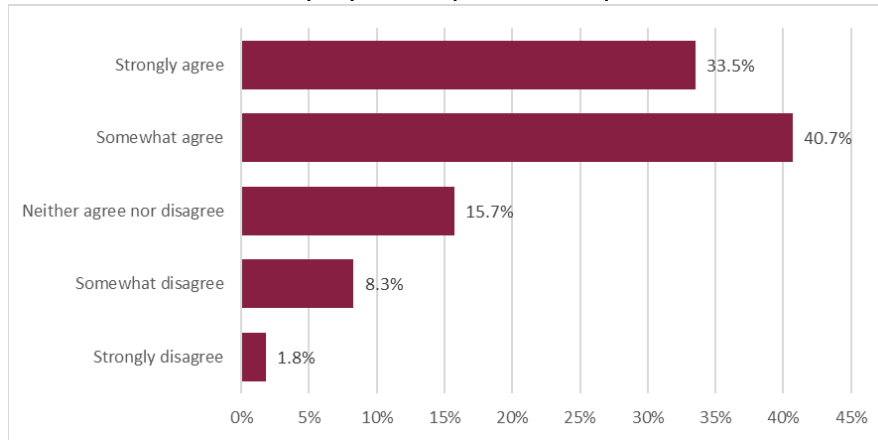
Employee Responses Table

	Count	Percent
Strongly agree	760	33.5%
Somewhat agree	923	40.7%
Neither agree nor disagree	357	15.7%
Somewhat disagree	188	8.3%
Strongly disagree	41	1.8%
Total	**2,269**	**100.0%**

My campus is diverse.

Employee Responses Graph
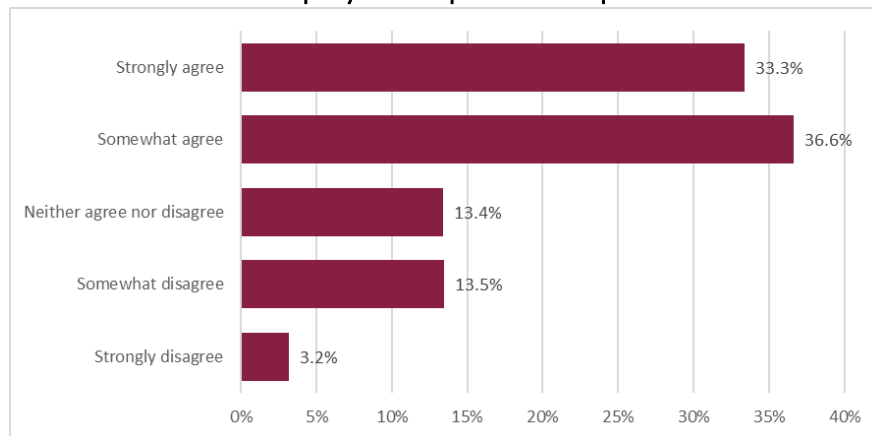
Employee Responses Table

	Count	Percent
Strongly agree	758	33.3%
Somewhat agree	833	36.6%
Neither agree nor disagree	304	13.4%
Somewhat disagree	306	13.5%
Strongly disagree	72	3.2%
Total	**2,273**	**100.0%**

Updated 11/2024

I am satisfied with the appreciation I receive for my service to the university community.
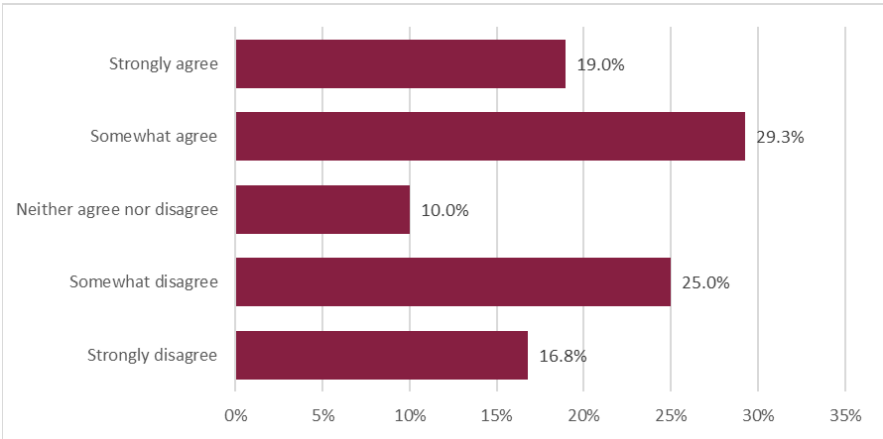
Employee Responses Graph
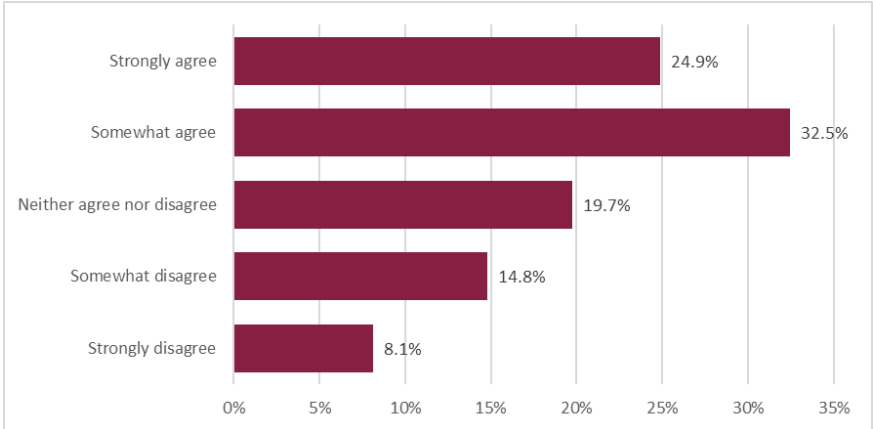
Employee Responses Table

	Count	Percent
Strongly agree	514	24.9%
Somewhat agree	671	32.5%
Neither agree nor disagree	408	19.7%
Somewhat disagree	306	14.8%
Strongly disagree	168	8.1%
Total	**2,067**	**100.0%**

* 204 employees responded not applicable.

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

Employee Responses Graph
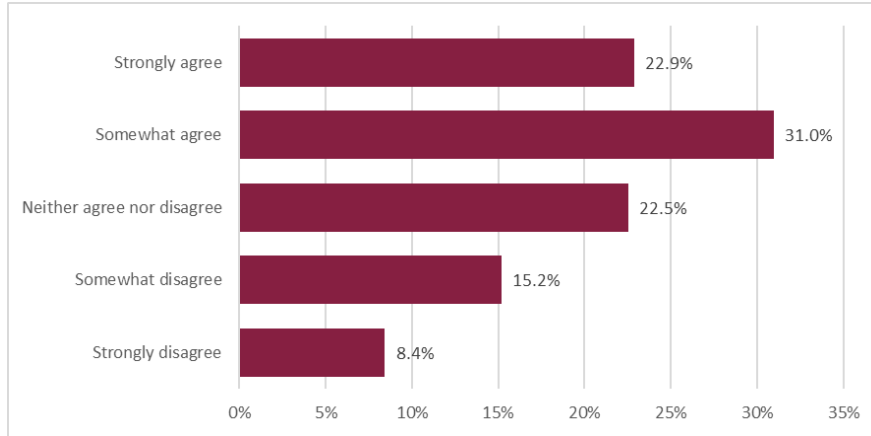

Employee Responses Table

	Count	Percent
Strongly agree	431	19.0%
Somewhat agree	665	29.3%
Neither agree nor disagree	227	10.0%
Somewhat disagree	568	25.0%
Strongly disagree	382	16.8%
Total	**2,273**	**100.0%**

Updated 11/2024

I am satisfied with the appreciation I receive for my teaching.*

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	209	22.9%
Somewhat agree	283	31.0%
Neither agree nor disagree	206	22.5%
Somewhat disagree	139	15.2%
Strongly disagree	77	8.4%
Total	**914**	**100.0%**

* 1,355 employees responded not applicable.

My department/unit is friendly.

Employee Responses Graph
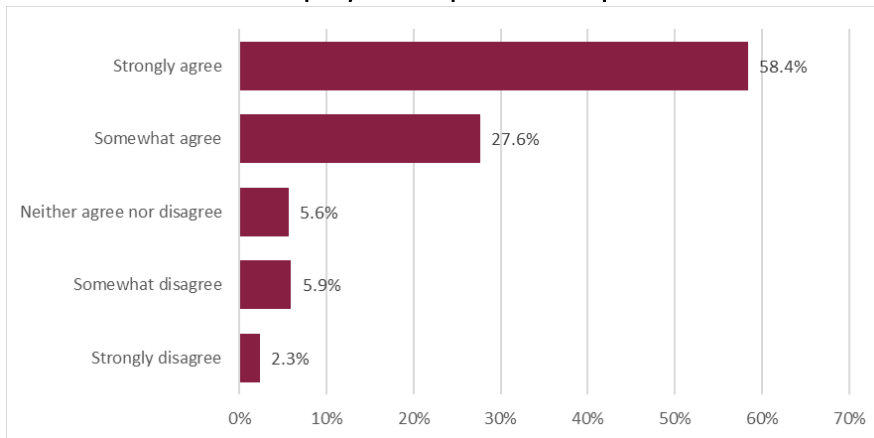
Employee Responses Table

	Count	Percent
Strongly agree	1,326	58.4%
Somewhat agree	627	27.6%
Neither agree nor disagree	128	5.6%
Somewhat disagree	135	5.9%
Strongly disagree	53	2.3%
Total	**2,269**	**100.0%**

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

Employee Responses Graph
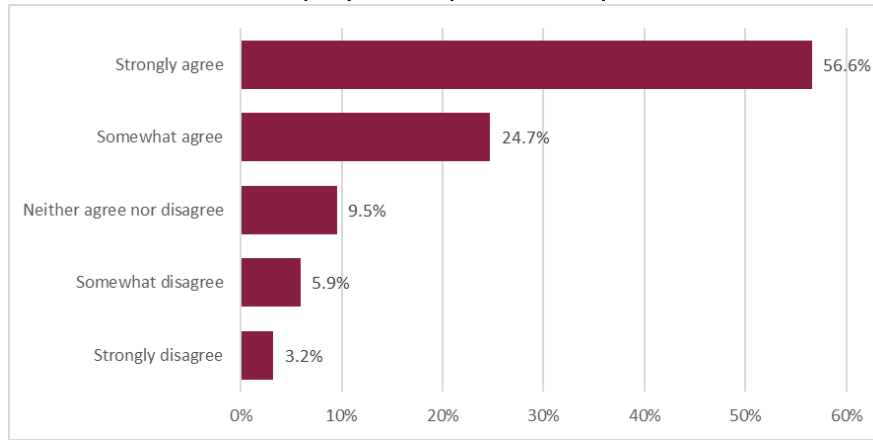
	Count	Percent
Strongly agree	1,282	56.6%
Somewhat agree	560	24.7%
Neither agree nor disagree	216	9.5%
Somewhat disagree	134	5.9%
Strongly disagree	73	3.2%
Total	**2,265**	**100.0%**

Employee Responses Table

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

Employee Responses Graph
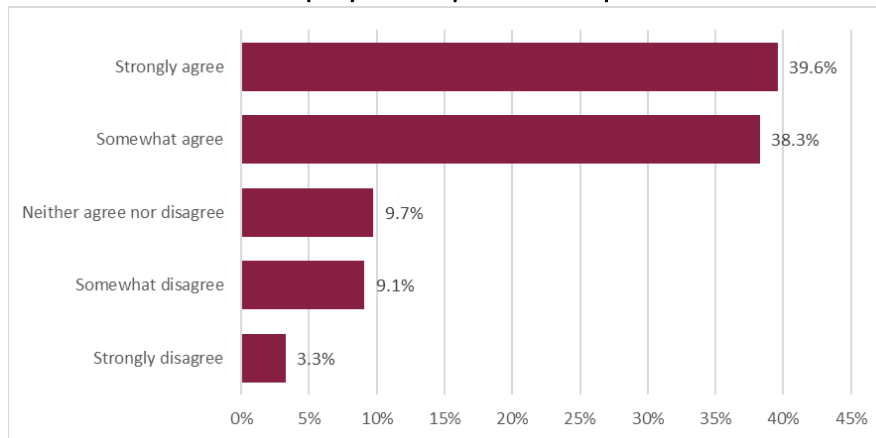
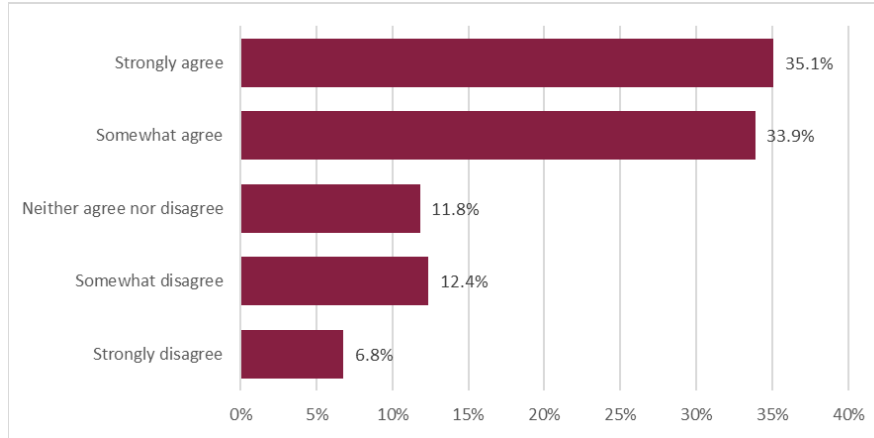|	Count	Percent
Strongly agree	845	39.6%
Somewhat agree	817	38.3%
Neither agree nor disagree	208	9.7%
Somewhat disagree	194	9.1%
Strongly disagree	70	3.3%
Total	**2,134**	**100.0%**

Employee Responses Table

* 136 employees responded not applicable.

Updated 11/2024

I am satisfied with the appreciation I receive for my teamwork.*
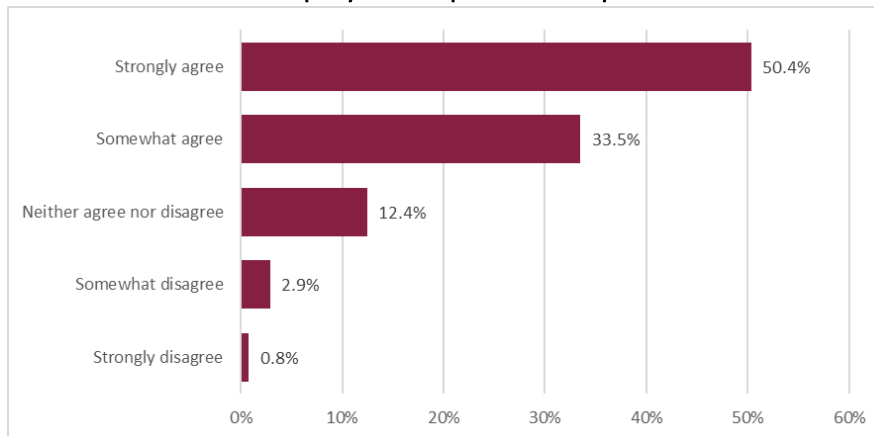
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	782	35.1%
Somewhat agree	755	33.9%
Neither agree nor disagree	264	11.8%
Somewhat disagree	276	12.4%
Strongly disagree	151	6.8%
Total	**2,228**	**100.0%**

* 42 employees responded not applicable.

My professional/academic relationships with VT students are high quality.*
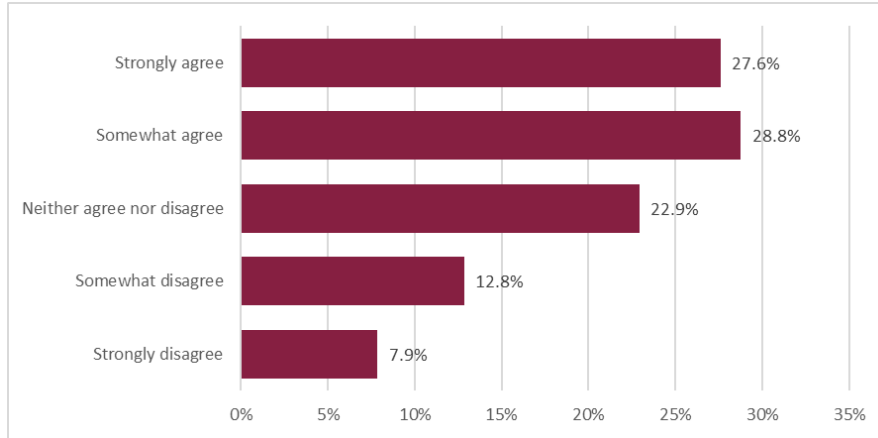
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	834	50.4%
Somewhat agree	555	33.5%
Neither agree nor disagree	206	12.4%
Somewhat disagree	48	2.9%
Strongly disagree	13	0.8%
Total	**1,656**	**100.0%**

* 605 employees responded not applicable.

Updated 11/2024

I am satisfied with the appreciation I receive for my research.*
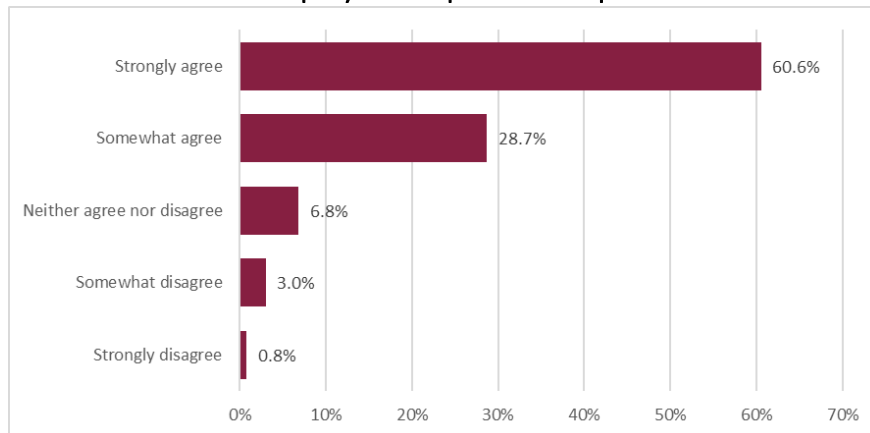
Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	260	27.6%
Somewhat agree	271	28.8%
Neither agree nor disagree	216	22.9%
Somewhat disagree	121	12.8%
Strongly disagree	74	7.9%
Total	**942**	**100.0%**

* 1,323 employees responded not applicable.

I feel safe on my campus.

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	1,375	60.6%
Somewhat agree	652	28.7%
Neither agree nor disagree	155	6.8%
Somewhat disagree	69	3.0%
Strongly disagree	18	0.8%
Total	**2,269**	**100.0%**

University leadership is effective at engaging with the campus community.

Employee Responses Graph
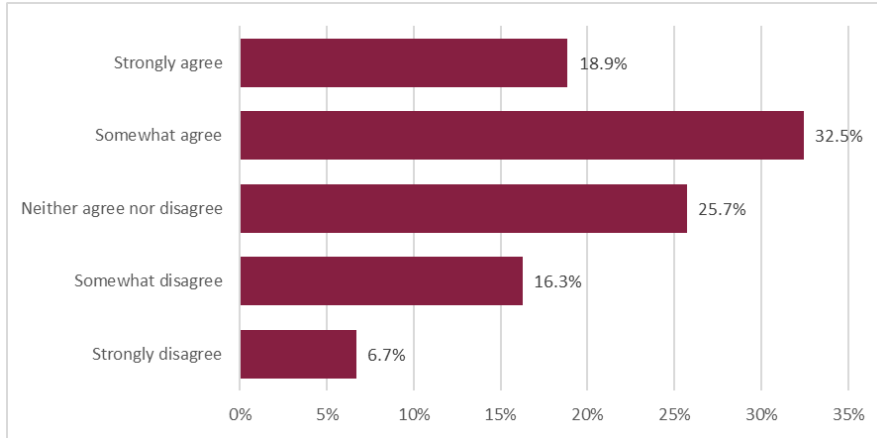
Employee Responses Table

	Count	Percent
Strongly agree	429	18.9%
Somewhat agree	738	32.5%
Neither agree nor disagree	585	25.7%
Somewhat disagree	370	16.3%
Strongly disagree	152	6.7%
Total	**2,274**	**100.0%**

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

Employee Responses Graph
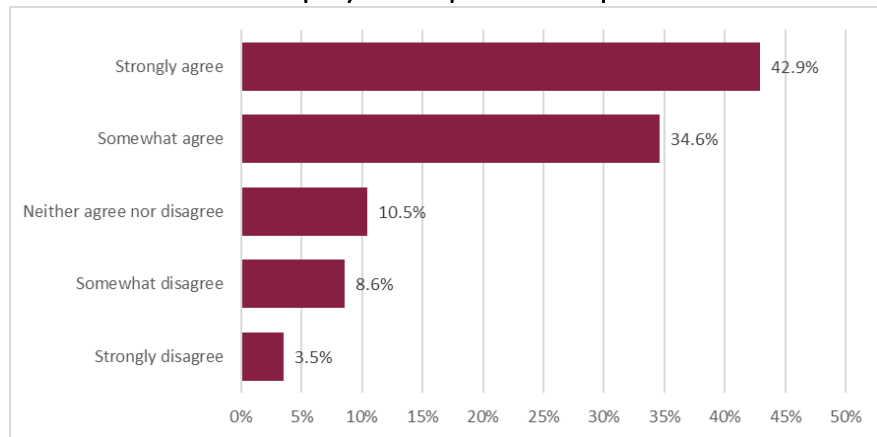
Employee Responses Table

	Count	Percent
Strongly agree	967	42.9%
Somewhat agree	781	34.6%
Neither agree nor disagree	236	10.5%
Somewhat disagree	193	8.6%
Strongly disagree	79	3.5%
Total	**2,256**	**100.0%**

In my work at Virginia Tech, I have experienced, or seen a colleague experience, discrimination or harassment based on race, color, national origin, age, religion, disability, sex, gender, gender identity, gender expression, genetic information, political affiliation, or military status.

Employee Responses Graph
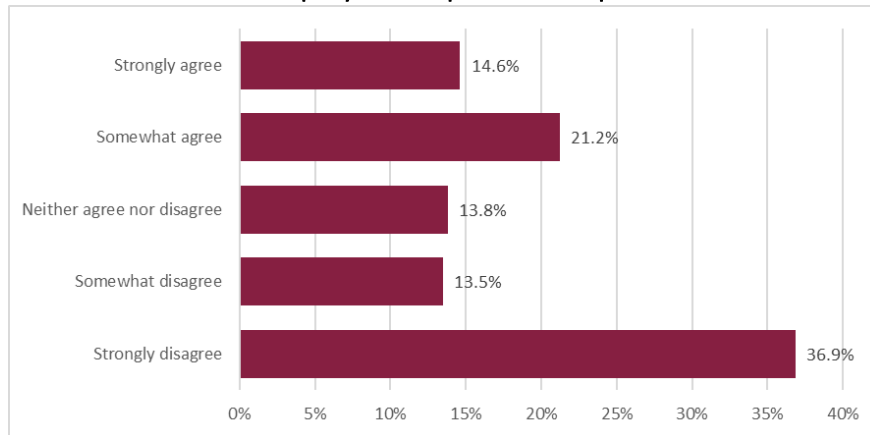
Employee Responses Table

	Count	Percent
Strongly agree	332	14.6%
Somewhat agree	482	21.2%
Neither agree nor disagree	314	13.8%
Somewhat disagree	306	13.5%
Strongly disagree	837	36.9%
Total	**2,271**	**100.0%**

I understand the process for reporting instances of harassment or discrimination.

Employee Responses Graph
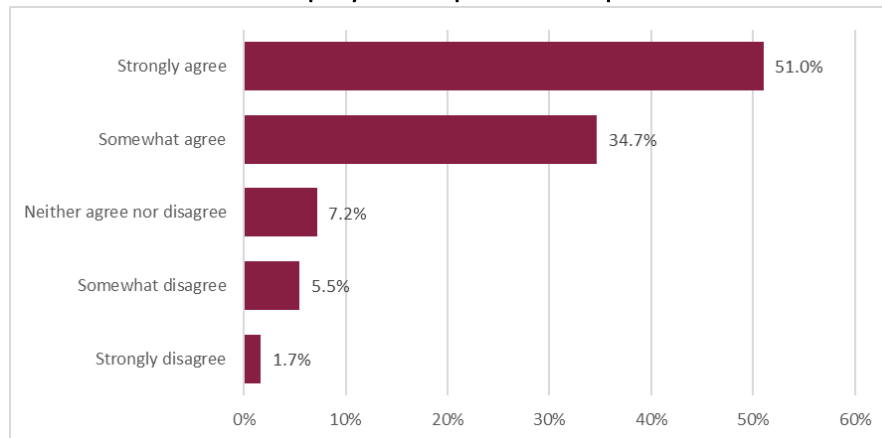
	Count	Percent
Strongly agree	1,159	51.0%
Somewhat agree	788	34.7%
Neither agree nor disagree	163	7.2%
Somewhat disagree	124	5.5%
Strongly disagree	38	1.7%
Total	**2,272**	**100.0%**

Employee Responses Table

I feel confident that I may report any type of discrimination or harassment without retaliation.

Employee Responses Graph
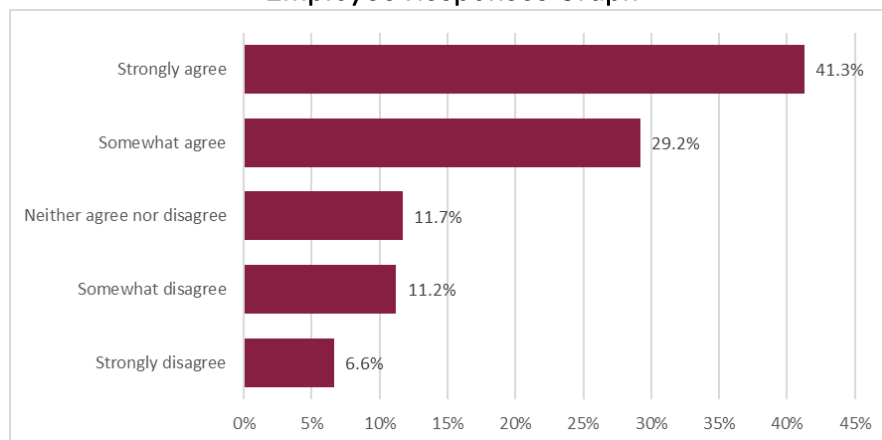
	Count	Percent
Strongly agree	935	41.3%
Somewhat agree	661	29.2%
Neither agree nor disagree	265	11.7%
Somewhat disagree	254	11.2%
Strongly disagree	150	6.6%
Total	**2,265**	**100.0%**

Employee Responses Table

Updated 11/2024

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

Employee Responses Graph
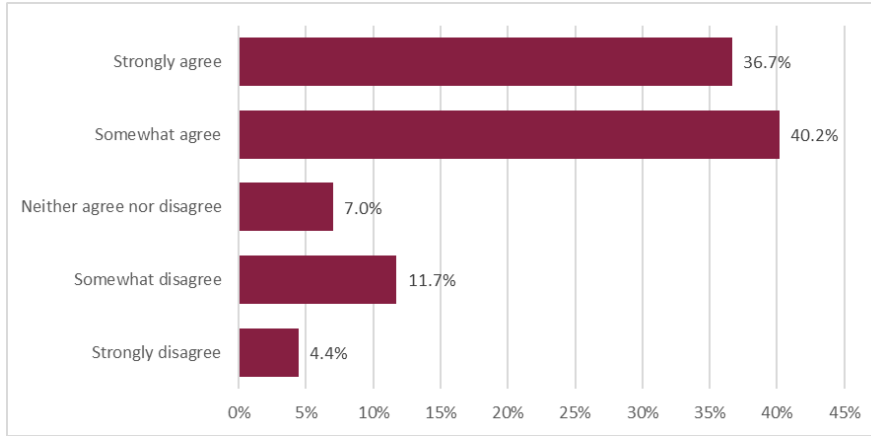
Employee Responses Table

	Count	Percent
Strongly agree	834	36.7%
Somewhat agree	914	40.2%
Neither agree nor disagree	159	7.0%
Somewhat disagree	267	11.7%
Strongly disagree	101	4.4%
Total	**2,275**	**100.0%**

My department/unit is inclusive.

Employee Responses Graph
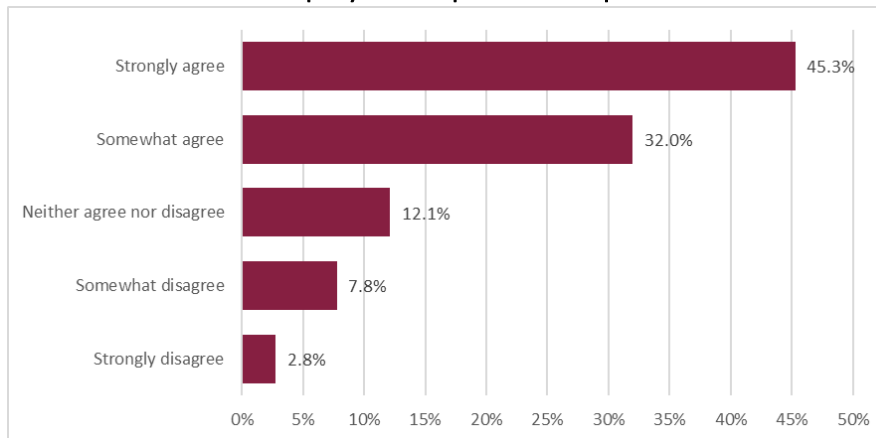
Employee Responses Table

	Count	Percent
Strongly agree	1,029	45.3%
Somewhat agree	727	32.0%
Neither agree nor disagree	276	12.1%
Somewhat disagree	177	7.8%
Strongly disagree	63	2.8%
Total	**2,272**	**100.0%**

My department/unit is diverse.

Employee Responses Graph
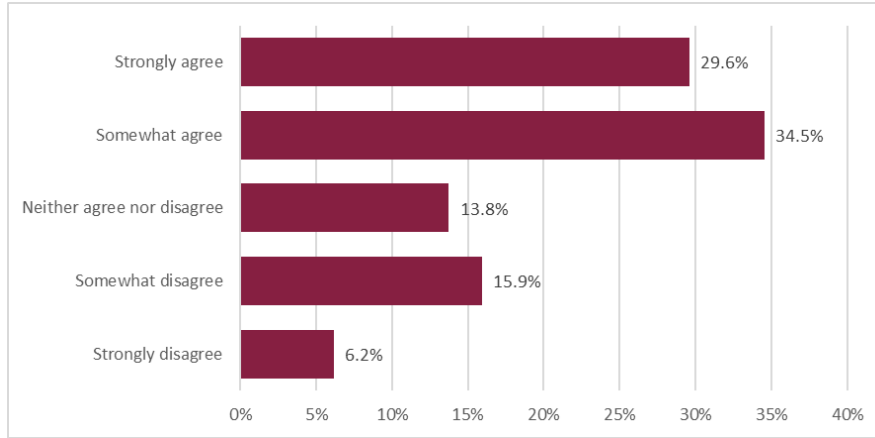
	Count	Percent
Strongly agree	674	29.6%
Somewhat agree	786	34.5%
Neither agree nor disagree	313	13.8%
Somewhat disagree	363	15.9%
Strongly disagree	140	6.2%
Total	**2,276**	**100.0%**

Employee Responses Table

My department/unit leadership is effective in promoting inclusion.

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	973	42.8%
Somewhat agree	716	31.5%
Neither agree nor disagree	343	15.1%
Somewhat disagree	163	7.2%
Strongly disagree	81	3.6%
Total	**2,276**	**100.0%**

My department/unit leadership is effective in promoting diversity.

Employee Responses Graph
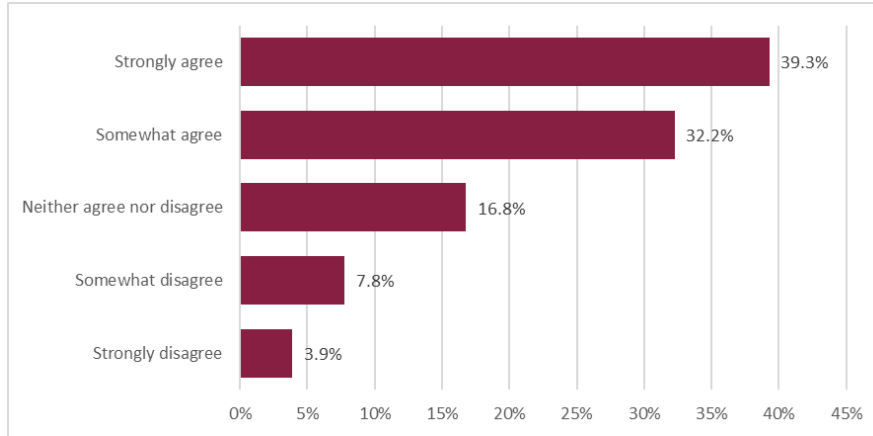
Employee Responses Table

	Count	Percent
Strongly agree	890	39.3%
Somewhat agree	730	32.2%
Neither agree nor disagree	380	16.8%
Somewhat disagree	176	7.8%
Strongly disagree	88	3.9%
Total	**2,264**	**100.0%**

The values of InclusiveVT are reflected in my work environment.

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	798	35.1%
Somewhat agree	851	37.5%
Neither agree nor disagree	373	16.4%
Somewhat disagree	180	7.9%
Strongly disagree	69	3.0%
Total	**2,271**	**100.0%**

Updated 11/2024

University leadership is effective in promoting inclusion.

Employee Responses Graph

Employee Responses Table

	Count	Percent
Strongly agree	713	31.3%
Somewhat agree	779	34.2%
Neither agree nor disagree	534	23.5%
Somewhat disagree	183	8.0%
Strongly disagree	68	3.0%
Total	**2,277**	**100.0%**

University leadership is effective in promoting diversity.

Employee Responses Graph
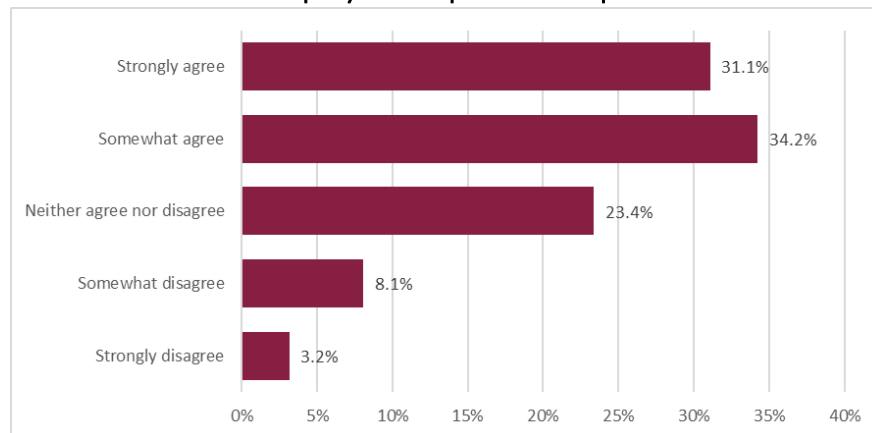
Employee Responses Table

	Count	Percent
Strongly agree	704	31.1%
Somewhat agree	775	34.2%
Neither agree nor disagree	529	23.4%
Somewhat disagree	183	8.1%
Strongly disagree	72	3.2%
Total	**2,263**	**100.0%**

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

Employee Responses Graph
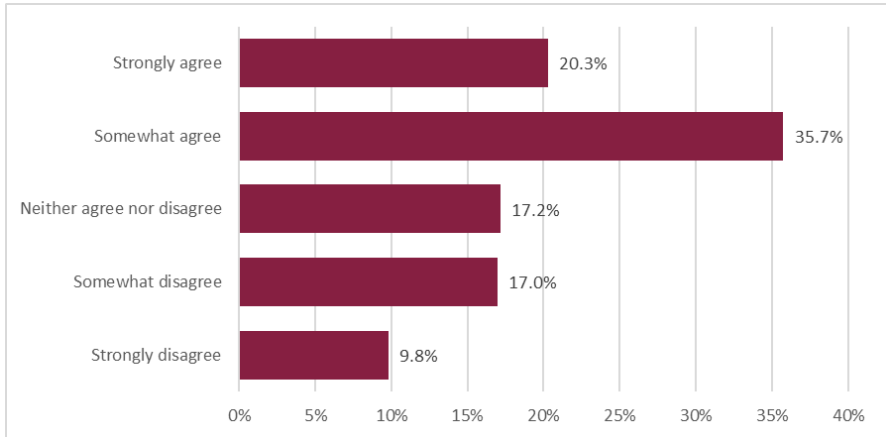
Employee Responses Table

	Count	Percent
Strongly agree	426	20.3%
Somewhat agree	751	35.7%
Neither agree nor disagree	361	17.2%
Somewhat disagree	357	17.0%
Strongly disagree	206	9.8%
Total	**2,101**	**100.0%**

* 170 employees responded not applicable.

The facilities on my campus meet my accessibility needs.*

Employee Responses Graph
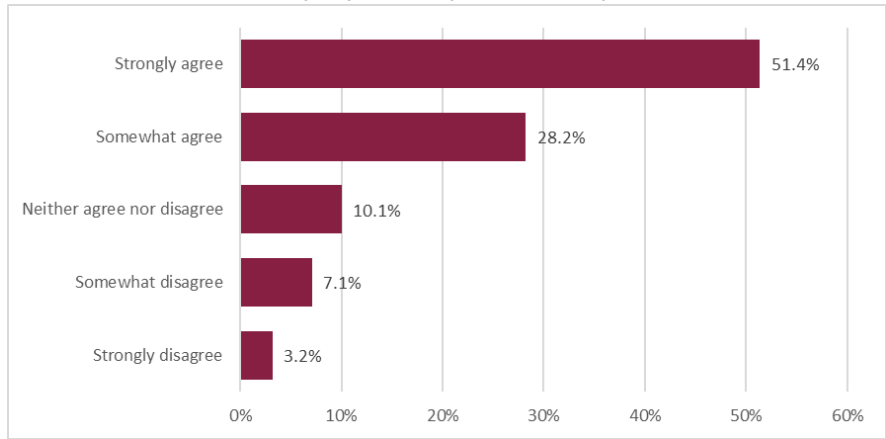
Employee Responses Table

	Count	Percent
Strongly agree	817	51.4%
Somewhat agree	449	28.2%
Neither agree nor disagree	160	10.1%
Somewhat disagree	113	7.1%
Strongly disagree	51	3.2%
Total	**1,590**	**100.0%**

* 636 employees responded not applicable.

I feel safe in my immediate work environment.

Employee Responses Graph

	Count	Percent
	Count	**Percent**
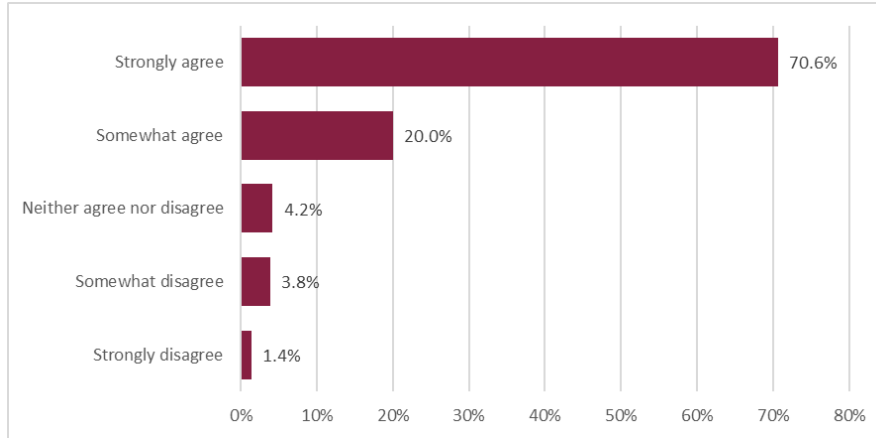
Employee Responses Table

	Count	Percent
Strongly agree	1,602	70.6%
Somewhat agree	454	20.0%
Neither agree nor disagree	95	4.2%
Somewhat disagree	87	3.8%
Strongly disagree	31	1.4%
Total	**2,269**	**100.0%**

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

Employee Responses Graph
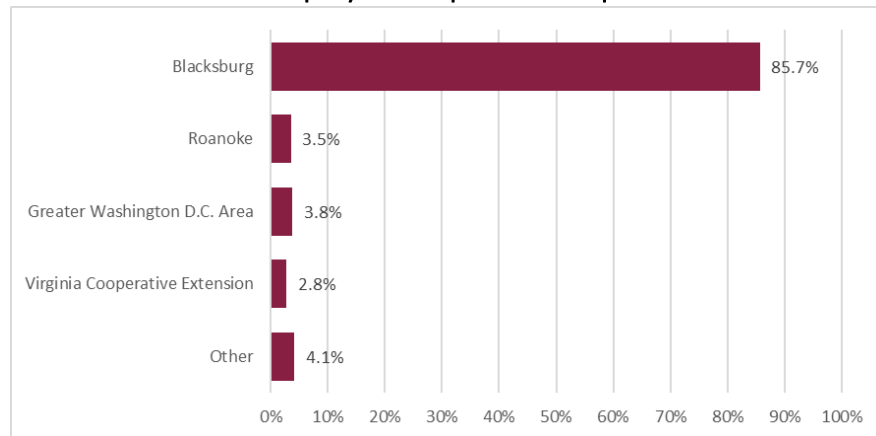
Employee Responses Table

	Count	Percent
Blacksburg	1,903	85.7%
Roanoke	78	3.5%
Greater Washington D.C. Area	85	3.8%
Virginia Cooperative Extension	62	2.8%
Other	92	4.1%
Grand Total	**2,220**	**100.0%**

Are you an active duty member of the U.S. military?

Employee Responses Graph
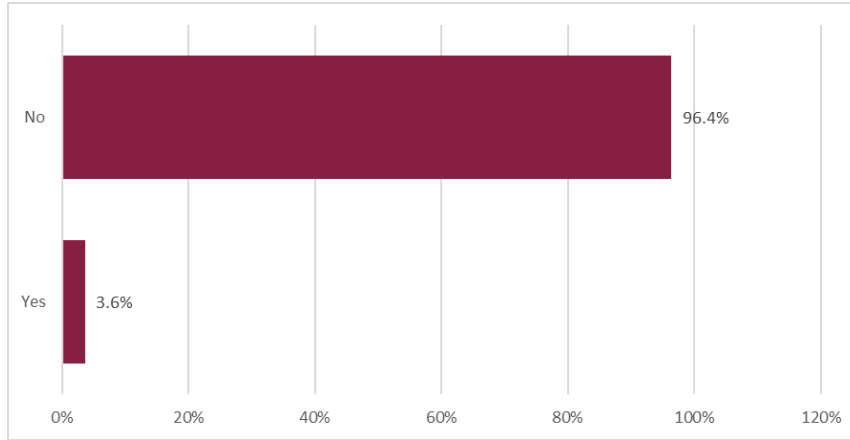
Employee Responses Table

	Count	Percent
No	2,298	96.4%
Yes	86	3.6%
Grand Total	**2,384**	**100.0%**

Do you currently have any type of disability?

Employee Responses Graph
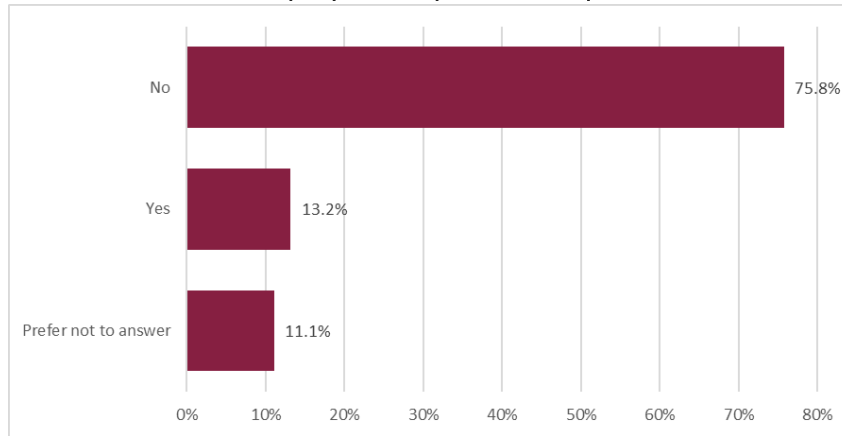
Employee Responses Table

	Count	Percent
No	1,684	75.8%
Yes	293	13.2%
Prefer not to answer	246	11.1%
Grand Total	**2,223**	**100.0%**

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

Employee Responses Graph
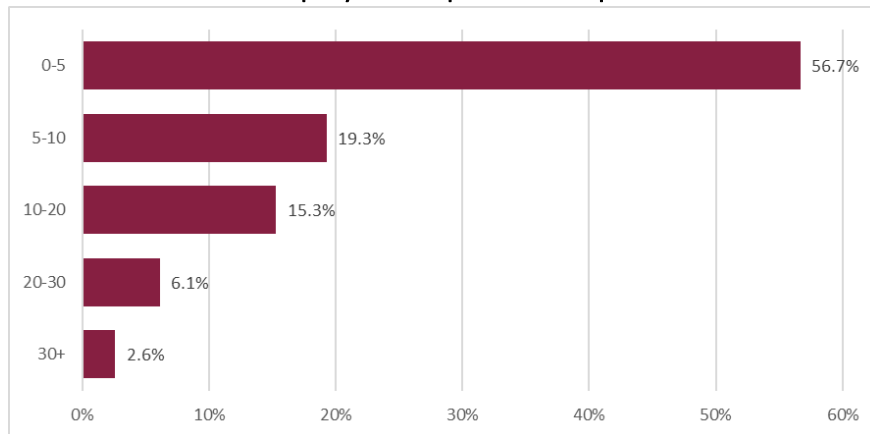
Employee Responses Table

	Count	Percent
0-5	1,221	56.7%
5-10	416	19.3%
10-20	330	15.3%
20-30	132	6.1%
30+	56	2.6%
Grand Total	**2,155**	**100.0%**

* To protect anonymity, responses that do not fit into the above categories are excluded from analysis.

Please select the highest level of education you have completed.*

Employee Responses Graph
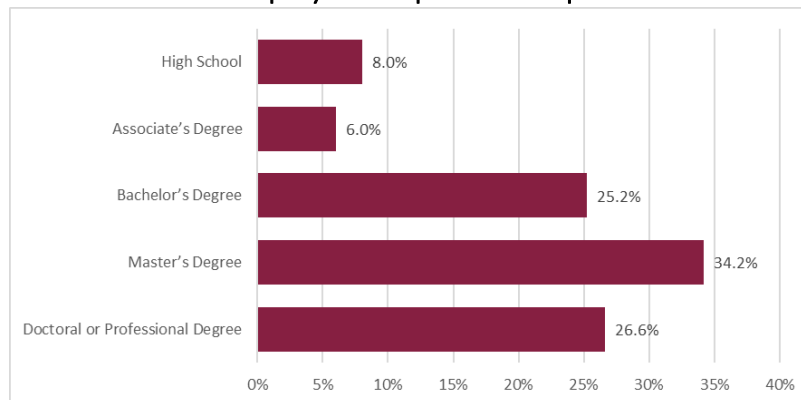
Employee Responses Table

	Count	Percent
High School	172	8.0%
Associate Degree	129	6.0%
Bachelor's Degree	543	25.2%
Master's Degree	736	34.2%
Doctoral or Professional Degree	573	26.6%
Grand Total	**2,153**	**100.0%**

* To protect anonymity, categories with less than 10 responses are excluded from analysis. Responses that do not fit into the above categories are excluded from analysis.

Which of the following racial groups or ethnicities best describe you?*

Employee Responses Graph

Race/Ethnicity	Percent
Asian	4.8%
Black	3.7%
Hispanic/Latino	3.3%
Two or More	1.7%
White	86.5%
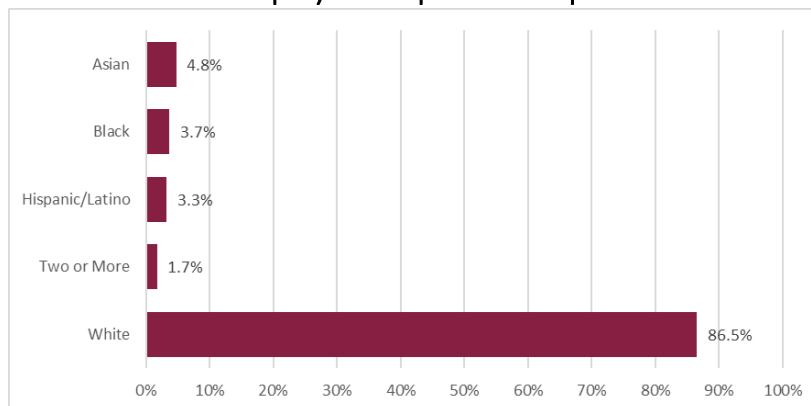
Employee Responses Table

	Count	Percent
Asian	114	4.8%
Black	87	3.7%
Hispanic/Latino	77	3.3%
Two or More	41	1.7%
White	2,049	86.5%
Grand Total	**2,368**	**100.0%**

* To protect anonymity, categories with less than 10 responses are excluded from analysis.

Select your gender.*

Employee Responses Graph

Gender	Percent
Female	61.1%
Male	38.0%
Nonbinary	0.9%
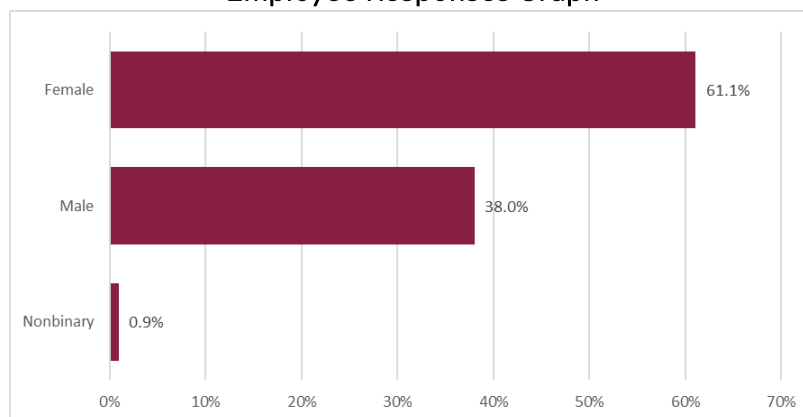
Employee Responses Table

	Count	Percent
Female	1,451	61.1%
Male	903	38.0%
Nonbinary	22	0.9%
Grand Total	**2,376**	**100.0%**

* To protect anonymity, categories with less than 10 responses are excluded from analysis.

Please select your employee group.

Employee Responses Graph
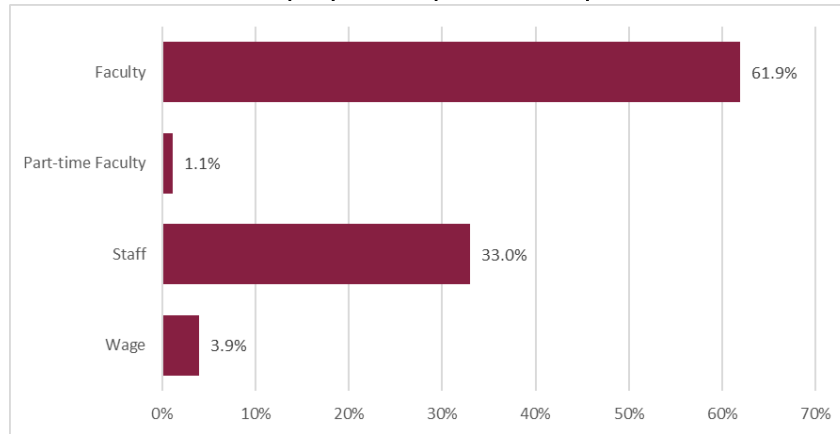
Employee Responses Table

	Count	Percent
Faculty	1,477	61.9%
Part-time Faculty	27	1.1%
Staff	787	33.0%
Wage	94	3.9%
Grand Total	**2,385**	**100.0%**

Updated 11/2024

Please select your college of senior management area.*

Employee Responses Graph

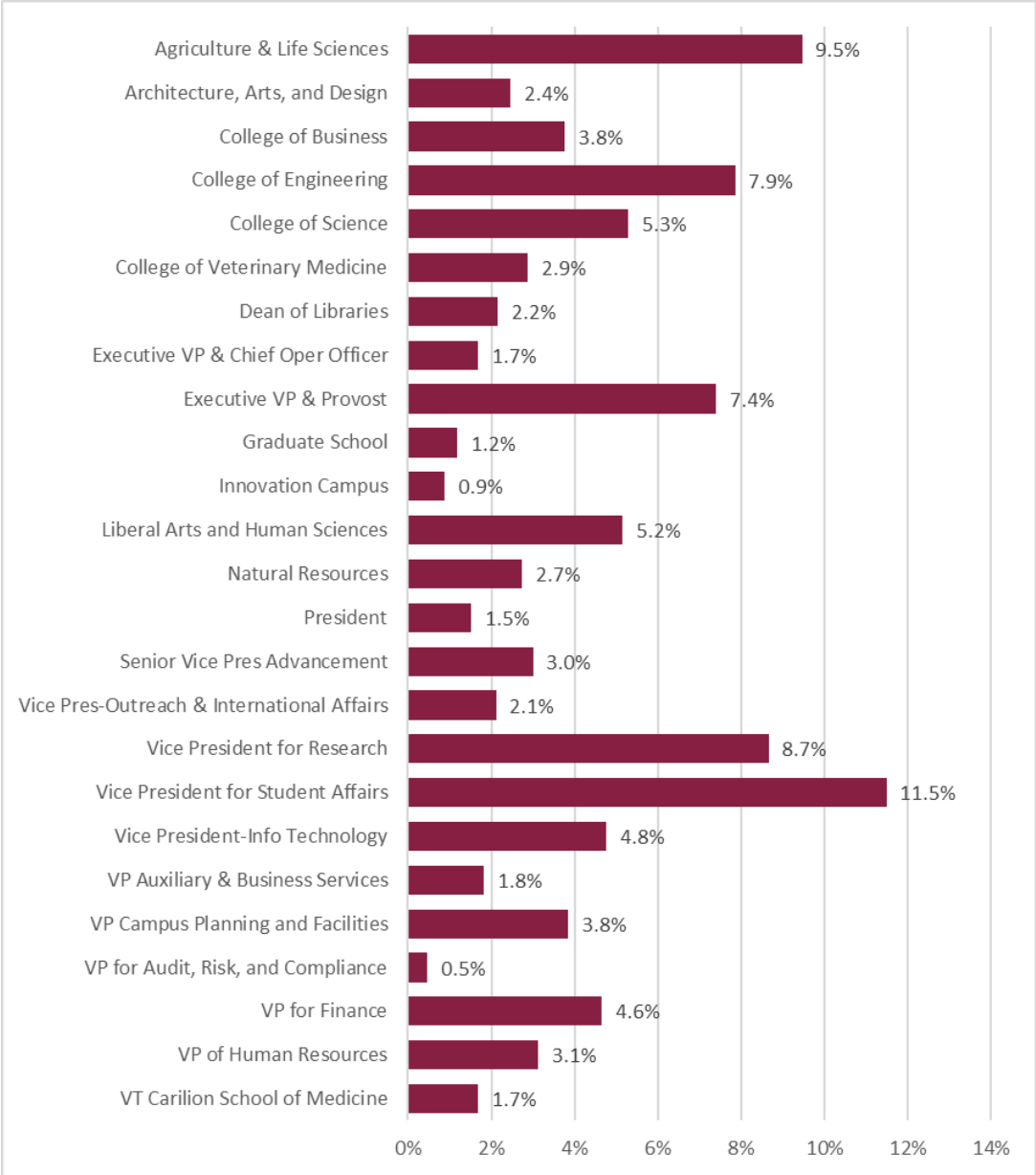| College / Area	Percentage
Agriculture & Life Sciences	9.5%
Architecture, Arts, and Design	2.4%
College of Business	3.8%
College of Engineering	7.9%
College of Science	5.3%
College of Veterinary Medicine	2.9%
Dean of Libraries	2.2%
Executive VP & Chief Oper Officer	1.7%
Executive VP & Provost	7.4%
Graduate School	1.2%
Innovation Campus	0.9%
Liberal Arts and Human Sciences	5.2%
Natural Resources	2.7%
President	1.5%
Senior Vice Pres Advancement	3.0%
Vice Pres-Outreach & International Affairs	2.1%
Vice President for Research	8.7%
Vice President for Student Affairs	11.5%
Vice President-Info Technology	4.8%
VP Auxiliary & Business Services	1.8%
VP Campus Planning and Facilities	3.8%
VP for Audit, Risk, and Compliance	0.5%
VP for Finance	4.6%
VP of Human Resources	3.1%
VT Carilion School of Medicine	1.7%

Employee Responses Table

	Count	Percent
Agriculture and Life Sciences	224	9.5%
Architecture, Arts, and Design	58	2.4%
College of Business	89	3.8%
College of Engineering	186	7.9%
College of Science	125	5.3%
College of Veterinary Medicine	68	2.9%
Dean of Libraries	51	2.2%
Executive Vice President & Chief Operating Officer	40	1.7%
Executive Vice President & Provost	175	7.4%
Graduate School	28	1.2%
Innovation Campus	21	0.9%
Liberal Arts and Human Sciences	122	5.2%
Natural Resources	65	2.7%
President	36	1.5%
Senior Vice President for Advancement	71	3.0%
Vice President for Outreach & International Affairs	50	2.1%
Vice President for Research	205	8.7%
Vice President for Student Affairs	272	11.5%
Vice President for Information Technology	113	4.8%
Vice President for Auxiliary & Business Services	43	1.8%
Vice President for Facilities	91	3.8%
Vice President for Audit, Risk, and Compliance	11	0.5%
Vice President for Finance	110	4.6%
Vice President for Human Resources	74	3.1%
Virginia Tech Carilion School of Medicine	40	1.7%
Grand Total	**2,368**	**100.0%**

* To protect anonymity, senior management areas with less than 10 responses are excluded from analysis.

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