



Climate Survey Report

Virginia Tech 2019

Human Resources, Graduate School, and Office of Academic
Decision Support




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Overview

Virginia Tech (VT) is committed to creating and supporting a climate that fosters inclusion and diversity, and allows all students and employees to be productive and engaged members of our campus communities. The university uses climate surveys to gauge employee and student perceptions of climate, diversity, inclusion, leadership, work environment, and job satisfaction.

Survey Administration

During the 2018-19 academic year, employees and students across the VT community were invited to participate in surveys designed to measure the overall climate of the institution. Separate survey instruments were administered across the VT community. This included undergraduate and professional students, graduate students, and faculty, staff, and wage employees. A comparison of findings from each of the surveys allows the university to make informed decisions regarding campus climate and assist the institution develop appropriate strategies to address any areas of concern. A survey of employee and student groups was intended to gain a comprehensive view of campus climate, perceptions of diversity, inclusion, leadership, work environment, and job satisfaction that could be used to understand differences in campus experiences, shape strategies for positive change, and inform efforts to implement the Principles of Community. Employees were invited to participate in the survey from October 15 to November 9, 2018. All students were surveyed between February 12 and March 8, 2019. While each survey was specifically targeted toward that population, each group was asked eight identical questions (see Appendix A for items).

Response Rates

Across all groups, 6,799 individuals responded to the survey. Response rates varied across administrations. Response rates for each group were:

- 38.6% for faculty, staff, and wage employees (3,663 of 9,500)
- 22.5% for graduate students (1,371 of 6,098)
- 6.4% of undergraduate and professional students (1,764 of 27,481)

Slight differences were found between the population and survey respondents, but were considered small enough to move forward with the analyses (see Appendix B and C for full comparison). As compared to the population, wage employees were underrepresented (-8%) while faculty were overrepresented (10%). Representation based on demographics varied. All underrepresented minority groups had lower response rates proportionate to the population. In addition, Asian employees were significantly underrepresented (-11%). White employees were overrepresented (15%). In addition, female employees were overrepresented (10%), while male employees were underrepresented (-10%).

Response rates for the graduate student population were similar in terms of race and gender as those seen in employees, with international students being underrepresented (-2%). Doctoral students were overrepresented by almost 9 percentage points and female students were overrepresented by almost 8 percentage points. Although the response rate was not large for undergraduate students, the respondents were relatively representative. Again, slight discrepancies between the population and respondents were observed such that white students were overrepresented (6%) and Asian students were underrepresented (3.5%). The female undergraduate respondents were overrepresented (8%), while male undergraduate respondents were

underrepresented (-8%). The respondents were generally representative of each class, although seniors were slightly overrepresented (2.1%).

While there were some groups that were over or underrepresented, the demographics of all participants were deemed representative of the VT community. Analyses were performed on the common items to further understanding of the climate at Virginia Tech.

Results

The combined results of all three surveys reflected a positive perception of campus climate, with 79.7% agreeing or strongly agreeing that the overall climate on campus is good and 87.2% agreeing or strongly agreeing that the campus is friendly. Although the majority of participants agreed or strongly agreed with the items representing the importance of the Virginia Tech Principles of Community and InclusiveVT in maintaining a positive and productive environment on campus (68.4% and 52.6%, respectively), these two areas could be the focus for improvement efforts. Detailed breakdowns by respondent group for each item are presented in Appendix D.

Positive Perceptions

Overall, participants evaluated the campus climate positively, with 56.8% agreeing and 22.9% strongly agreeing to the statement, “The overall climate on my campus is good.” Of the three groups of participants, graduate students were most in agreement (84.7%) followed closely by undergraduates (81.1%). Employee responses were not as high, but 77.1% were still in agreement with the statement.

The most positive responses to additional items were:

- “My campus is friendly,” with over 85% of respondents across the three groups answering either agree (53.7%) or strongly agree (33.5%).
- “I am familiar with the Virginia Tech Principles of Community,” as nearly 82% of all respondents either agreed (50.7%) or strongly agreed (31.2%).

For **employees**, the most positive responses to additional items were:

- “I am familiar with the Virginia Tech Principles of Community,” as over 89% responded with either agree (54.5%) or strongly agree (34.9%)
- “My campus is friendly,” as almost 86% of respondents either agreed (57.0%) or strongly agreed (28.6%).

For **graduate students**, the most positive responses to additional items were:

- “My campus is friendly,” as approximately 87% of graduate students answered either agree (51.4%) or strongly agree (36.2%).
- “My campus is inclusive,” with 74% either agreeing (44.6%) or strongly agreeing (29.4%).

For **undergraduate and professional students**, the most positive responses to additional items were:

- “My campus is friendly,” as over 90% of undergraduates answered either agree (48.8%) or strongly agree (41.6%).
- “My campus is inclusive,” with roughly 74% either agreeing (46.8%) or strongly agreeing (27.4%).

In sum, students and employees believe VT’s campus is friendly. Students viewed the campus as more diverse and employees were more familiar with the Virginia Tech Principles of Community.

Areas of Improvement

While the responses to the survey were mainly positive, the results revealed potential areas of improvement. The item that indicated the most room for improvement was “InclusiveVT is important in maintaining a positive and productive environment on campus,” with only about 53% of all respondents either agreeing (34.8%) or strongly agreeing (17.8%). Just over 37% of respondents neither agreed nor disagreed with the item. This was the lowest rated item for both graduate and undergraduate students, with only about 48% of graduate students and 35% of undergraduate students agreeing or strongly agreeing. Relatedly, only about 63% of all respondents agreed or strongly agreed with the item, “I am familiar with InclusiveVT.” However, positive responses were more frequent among employees (77%) than graduate students (55%) or undergraduate students (40%).

When responding to the item “My campus is diverse”, only about 62% of respondents agreed or strongly agreed. This statement had one of the lowest positive responses across all groups with about 61% of employees, 64% of graduate students, and 62% of undergraduates responded with either agree or strongly agree. Taken together, these results indicate there is room for improvement regarding perceptions of Inclusive VT and diversity on VT’s campus.

Summary

The purpose of this report is to provide an overview of the findings from the Virginia Tech Climate Survey. A more detailed representation of the student survey results will be made available through the University Data Commons (UDC) where university, college, and department leaders will be able to view the survey responses appropriate to their position. Employee survey results have already been made available through the Qualtrics engagement platform.

Appendix A: List of Common Questions and Scale

Common Questions

- 1) The overall climate on my campus is good
- 2) My campus is friendly.
- 3) My campus is inclusive.
- 4) My campus is diverse.
- 5) I am familiar with the Virginia Tech Principles of Community.
- 6) The Virginia Tech Principles of Community are important in maintaining a positive and productive environment on campus.
- 7) I am familiar with InclusiveVT.
- 8) InclusiveVT is important in maintaining a positive and productive environment on campus.

Scale

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neither Agree nor Disagree
- 4 = Agree
- 5 = Strongly Agree

Appendix B: Student Population as of Spring 2019 and Survey Representation

Undergraduate Students

Race/Ethnicity	Enrolled	Enrolled %	Survey Responses	% of Responses
American Indian or Alaska Native	33	0.1%	4	0.1%
Asian	2,626	9.9%	188	6.5%
Black or African American	1,101	4.1%	97	3.4%
Hispanics of any race	1,724	6.5%	155	5.4%
Native Hawaiian or Pacific Islander	29	0.1%	3	0.1%
International	1,800	6.8%	143	4.9%
Not reported	1,279	4.8%	74	2.6%
Two or more races	1,279	4.8%	169	5.8%
White	17,365	65.2%	2,056	71.2%

Gender	Enrolled	Enrolled %	Survey Responses	% of Responses
Female	11,506	43.2%	1,477	51.1%
Male	15,117	56.8%	1,412	48.9%

Student Level	Enrolled	Enrolled %	Survey Responses	% of Responses
Occ/Tech & UG Specials	177	0.7%	6	0.2%
Freshmen	3,126	11.7%	288	10.0%
Sophomore	6,104	22.9%	672	23.3%
Junior	6,715	25.2%	723	25.0%
Senior	10,501	39.4%	1,200	41.5%

Graduate Students

Race/ Ethnicity	Enrolled	Enrolled %	Survey Responses	% of Responses
American Indian or Alaska Native	9	0.1%	4	0.3%
Asian	336	5.5%	68	4.3%
Black or African American	334	5.5%	75	4.7%
Hispanics of any race	279	4.6%	79	5.0%
Native Hawaiian or Pacific Islander	4	0.1%	1	0.1%
International	1,860	30.4%	451	28.4%
Not reported	120	2.0%	27	1.7%
Two or more races	169	2.8%	46	2.9%
White	3,006	49.1%	835	52.6%

Gender	Enrolled	Enrolled %	Survey Responses	% of Responses
Female	2,527	41.3%	779	49.1%
Male	3,590	58.7%	807	50.9%

Degree Level	Enrolled	Enrolled %	Survey Responses	% of Responses
Doctoral	2,894	47.30%	891	56.20%
Masters	3,223	52.70%	695	43.80%

Note: The number of responses for professional students (DVM and MD) was too small to break out for demographic comparisons.

Appendix C: Employee Population as of Fall 2018 and Survey Representation

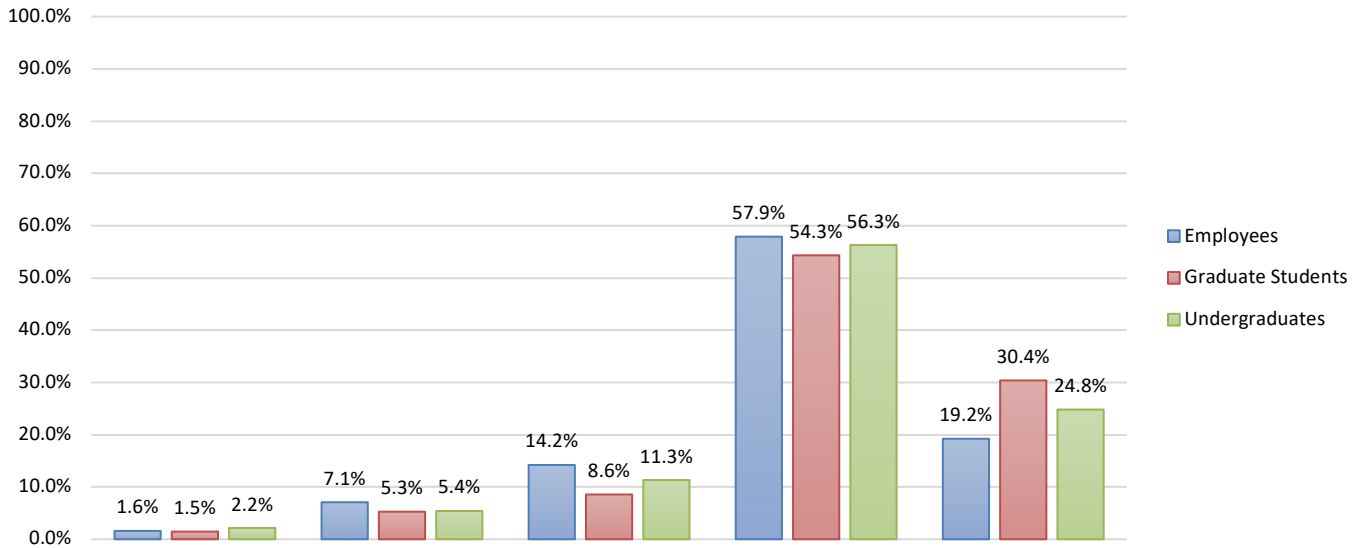
Race/ Ethnicity	Employed	Employed %	Survey Responses	% of Responses
White	12,627	73.7%	1,240	88.8%
Asian	2,609	15.2%	51	3.7%
Black or African American	945	5.5%	46	3.3%
Other	498	2.9%	46	3.3%
American Indian or Native American	61	0.4%	12	0.9%
Native Hawaiian or Pacific Islander	27	0.2%	2	0.1%

Gender	Employed	Employed %	Survey Responses	% of Responses
Female	8,382	48.9%	1,911	58.5%
Male	8,748	51.1%	1,333	40.8%
Non-Binary	0	0.0%	25	0.8%

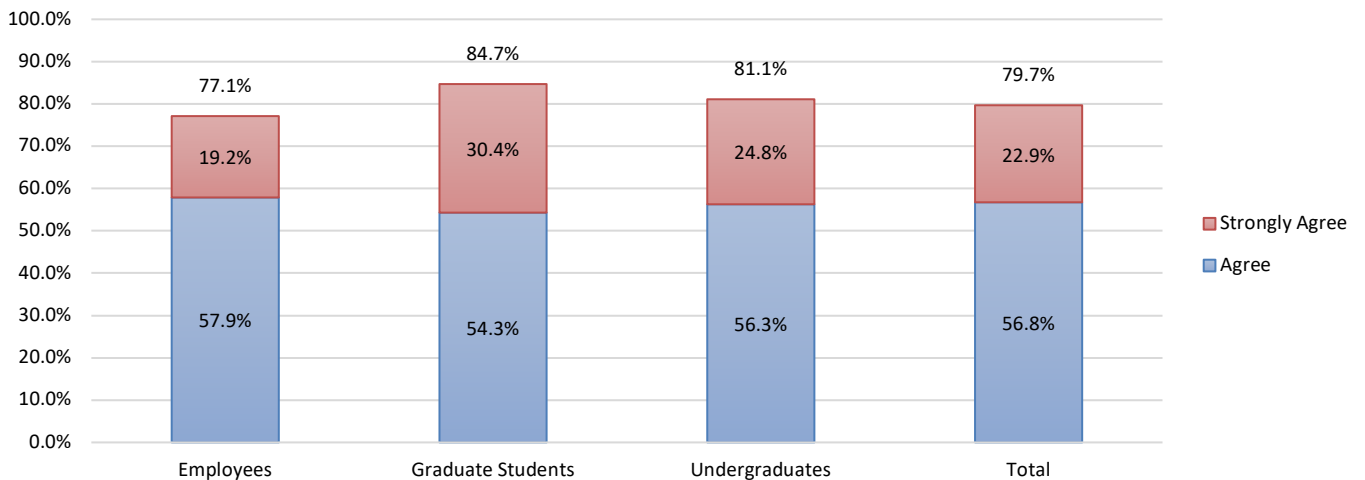
Employee Type	Employed	Employed %	Survey Responses	% of Responses
Faculty	4,566	47.2%	1,890	57.4%
Staff	3,483	36.0%	1,183	35.9%
Wage	1,240	12.8%	145	4.4%
Part-Time Faculty	378	3.9%	69	2.1%
Other	0	0.0%	6	0.2%

Appendix D: Overall Response Charts and Graphs for Common Questions

1. The overall climate on my campus is good.

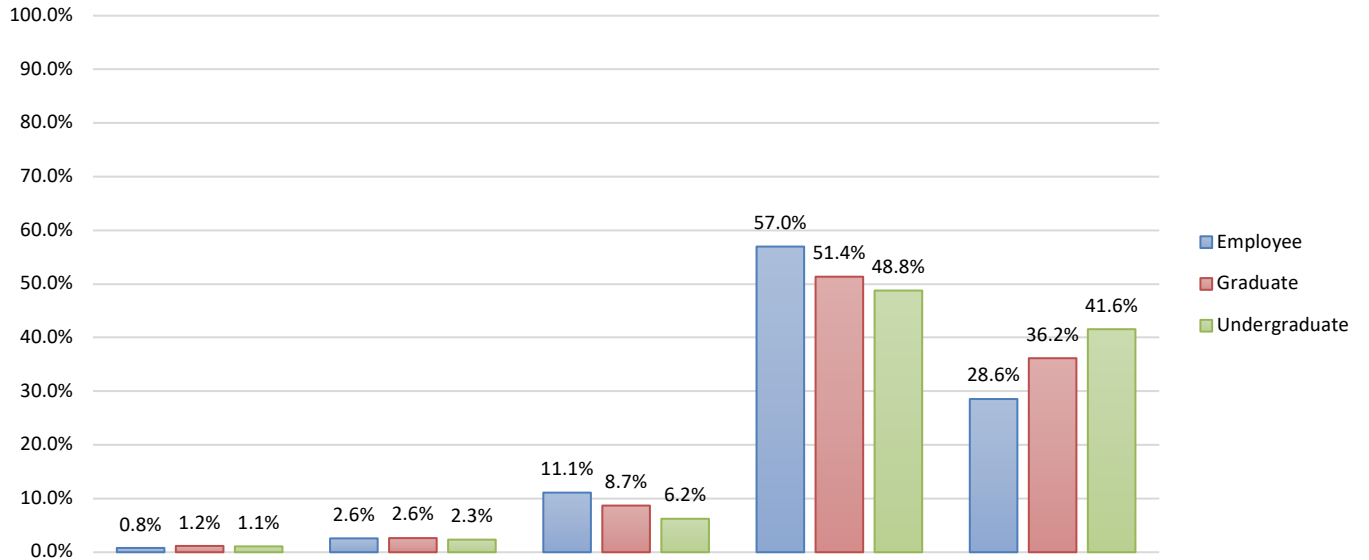


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	58	1.6%	258	7.1%	518	14.2%	2,111	57.9%	701	19.2%	3,646	100.0%
Graduate Students	20	1.5%	72	5.3%	117	8.6%	742	54.3%	415	30.4%	1,366	100.0%
Undergraduates	38	2.2%	95	5.4%	199	11.3%	989	56.3%	436	24.8%	1,757	100.0%
Total	116	1.7%	425	6.3%	834	12.3%	3,842	56.8%	1,552	22.9%	6,769	100.0%

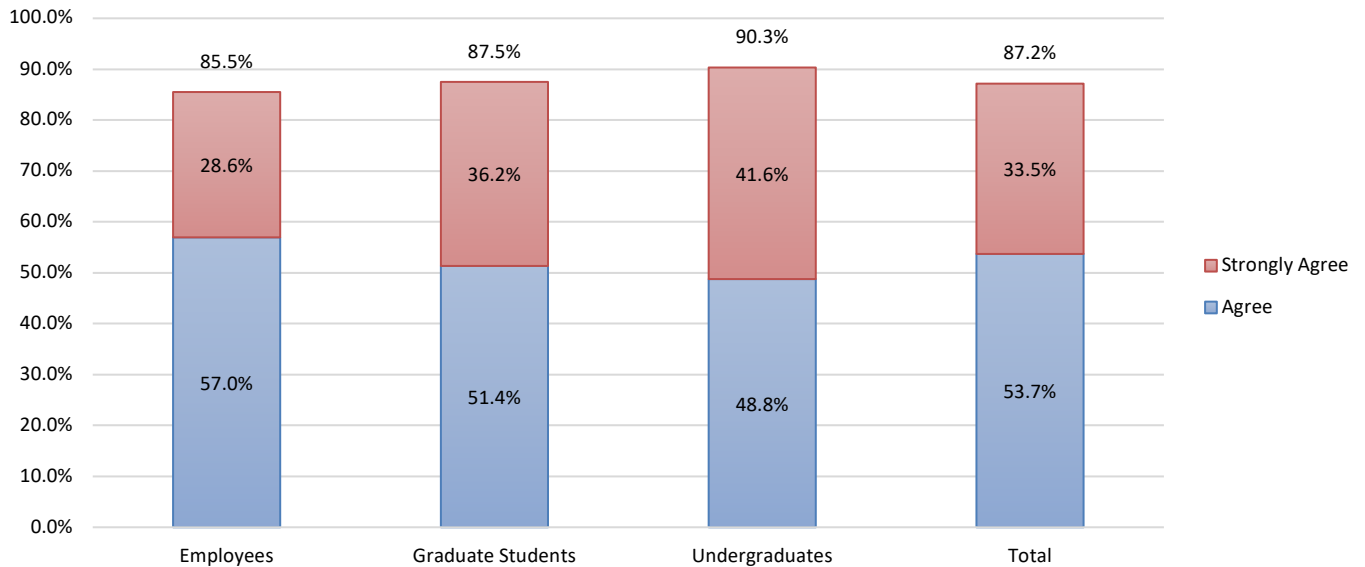


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,646	3.9	0.86	57.9%	19.2%	77.1%
Graduate Students	1,366	4.1	0.85	54.3%	30.4%	84.7%
Undergraduates	1,757	4.0	0.88	56.3%	24.8%	81.1%
Total	6,769	3.9	0.87	56.8%	22.9%	79.7%

2. My campus is friendly.

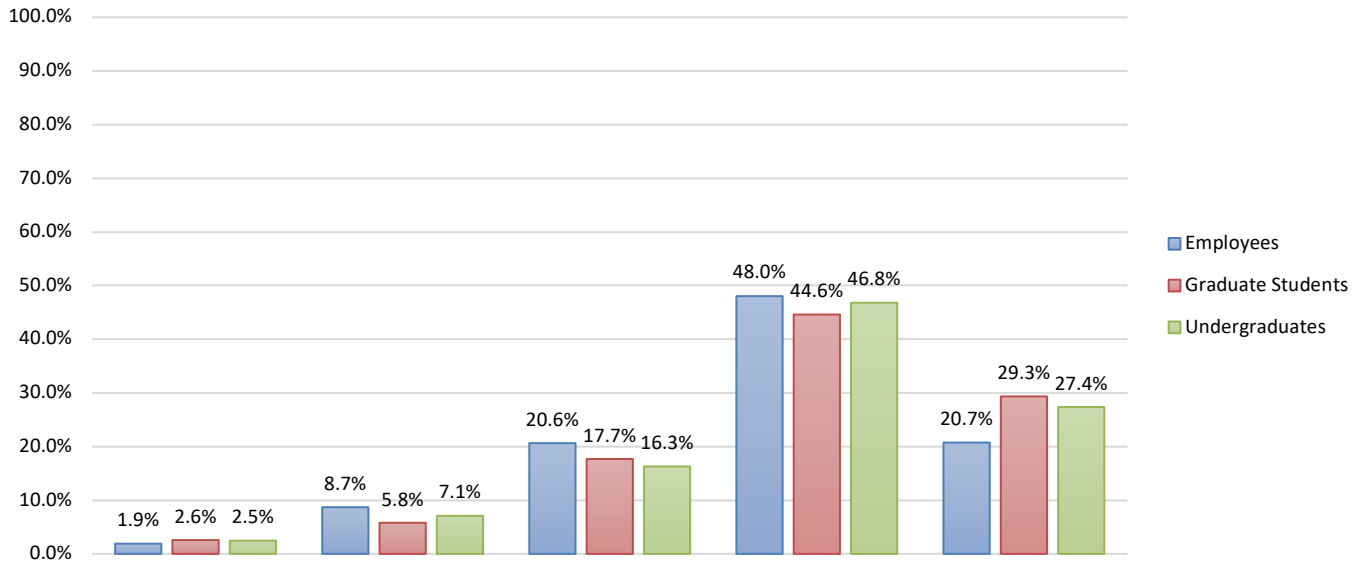


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	29	0.8%	94	2.6%	405	11.1%	2,077	57.0%	1,041	28.6%	3,646	100.0%
Graduate Students	16	1.2%	36	2.6%	119	8.7%	703	51.4%	495	36.2%	1,369	100.0%
Undergraduates	19	1.1%	41	2.3%	109	6.2%	853	48.8%	727	41.6%	1,749	100.0%
Total	64	1.0%	171	2.5%	633	9.4%	3,633	53.7%	2,263	33.5%	6,764	100.0%

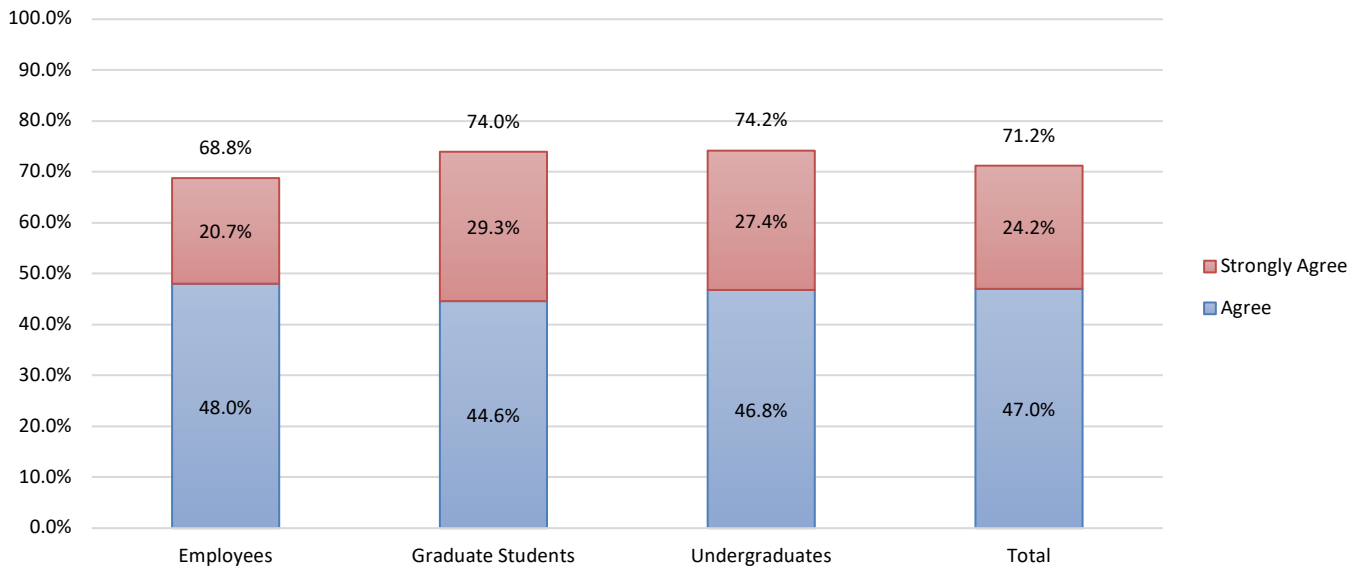


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree or Strongly Agree
Employees	3,646	4.1	0.75	57.0%	28.6%	85.5%
Graduate Students	1,369	4.2	0.79	36.2%	36.2%	87.5%
Undergraduates	1,749	4.3	0.77	41.6%	41.6%	90.3%
Total	6,764	4.2	0.77	33.5%	33.5%	87.2%

3. My campus is inclusive.

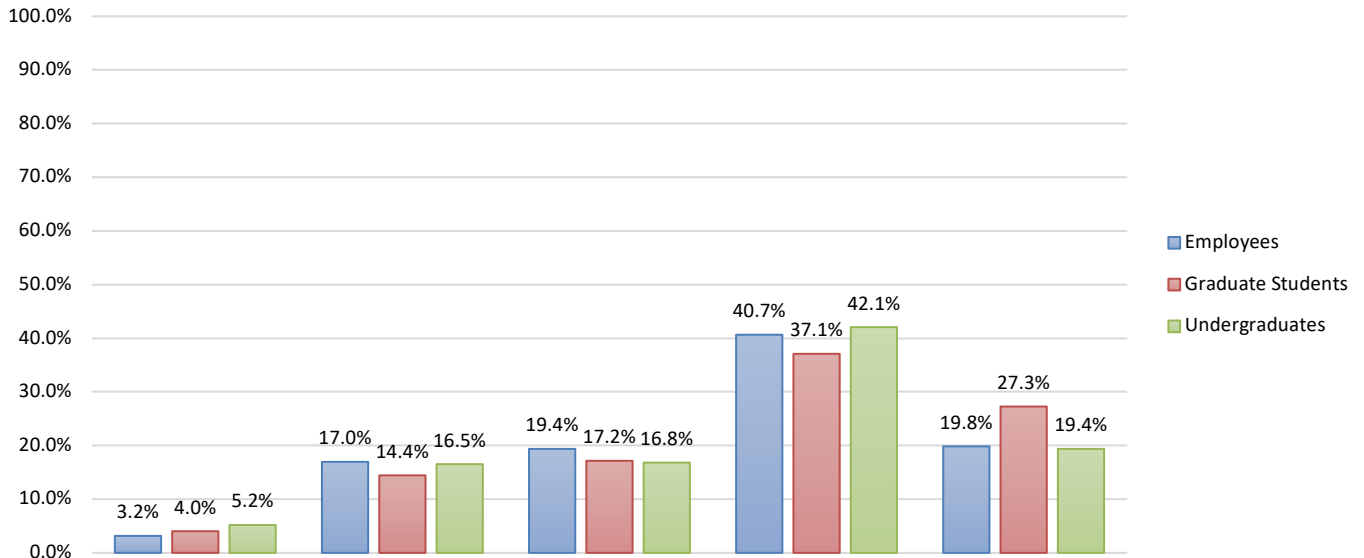


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	69	1.9%	316	8.7%	750	20.6%	1,746	48.0%	754	20.7%	3,635	100.0%
Graduate Students	35	2.6%	79	5.8%	241	17.7%	608	44.6%	400	29.4%	1,363	100.0%
Undergraduates	43	2.5%	124	7.1%	285	16.3%	819	46.8%	479	27.4%	1,750	100.0%
Total	147	2.2%	519	7.7%	1,276	18.9%	3,173	47.0%	1,633	24.2%	6,748	100.0%

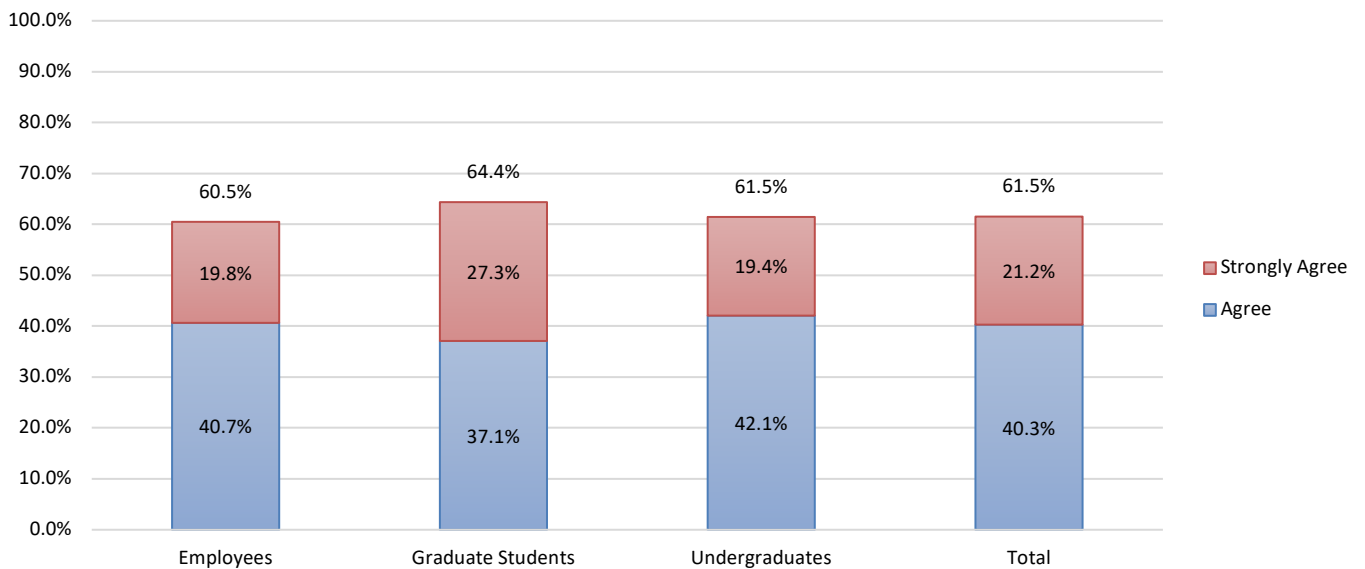


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,635	3.8	0.94	48.0%	20.7%	68.8%
Graduate Students	1,363	3.9	0.96	44.6%	29.3%	74.0%
Undergraduates	1,750	3.9	0.96	46.8%	27.4%	74.2%
Total	6,748	3.8	0.95	47.0%	24.2%	71.2%

4. My campus is diverse.

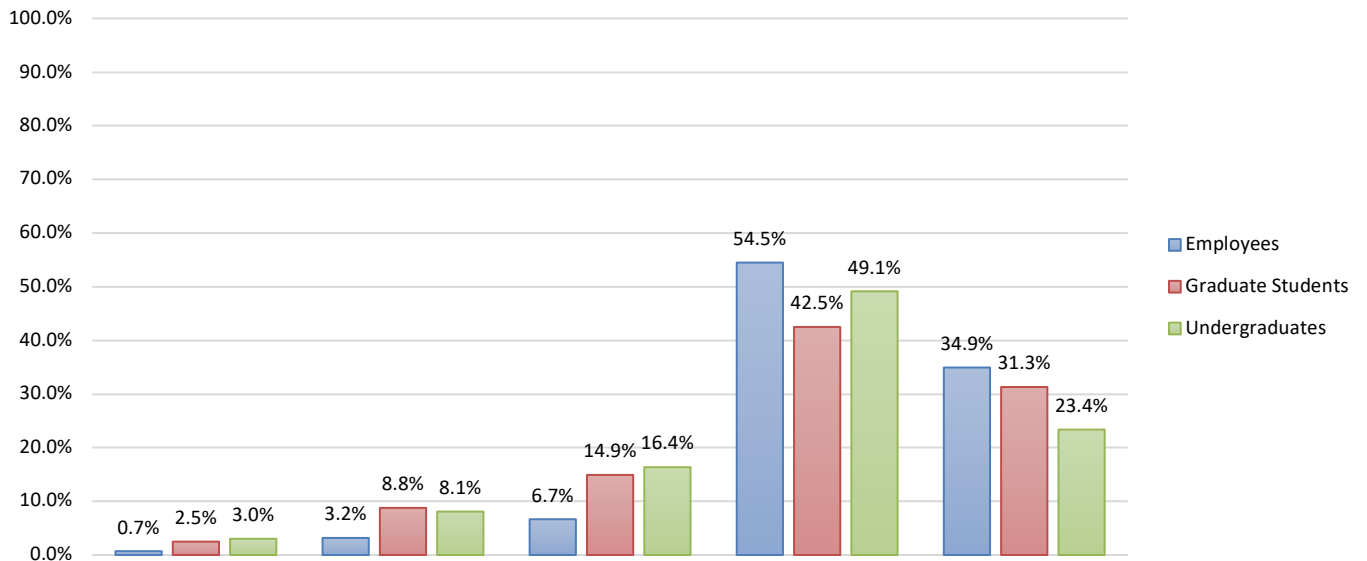


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	115	3.2%	617	17.0%	705	19.4%	1,479	40.7%	722	19.9%	3,638	100.0%
Graduate Students	55	4.0%	197	14.4%	234	17.2%	506	37.1%	372	27.3%	1,364	100.0%
Undergraduates	91	5.2%	290	16.5%	295	16.8%	738	42.1%	340	19.4%	1,754	100.0%
Total	261	3.9%	1,104	16.3%	1,234	18.3%	2,723	40.3%	1,434	21.2%	6,756	100.0%

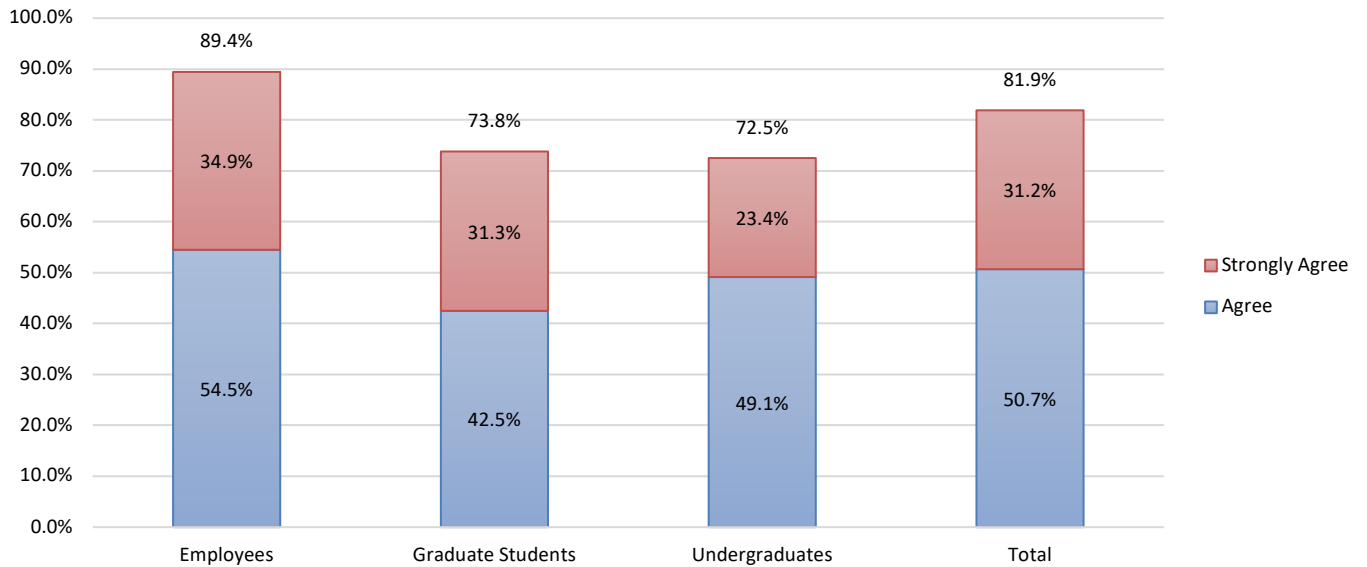


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree or Strongly Agree
Employees	3,638	3.6	1.08	40.7%	19.8%	60.5%
Graduate Students	1,364	3.7	1.14	37.1%	27.3%	64.4%
Undergraduates	1,754	3.5	1.13	42.1%	19.4%	61.5%
Total	6,756	3.6	1.11	40.3%	21.2%	61.5%

5. I am familiar with the Virginia Tech Principles of Community.

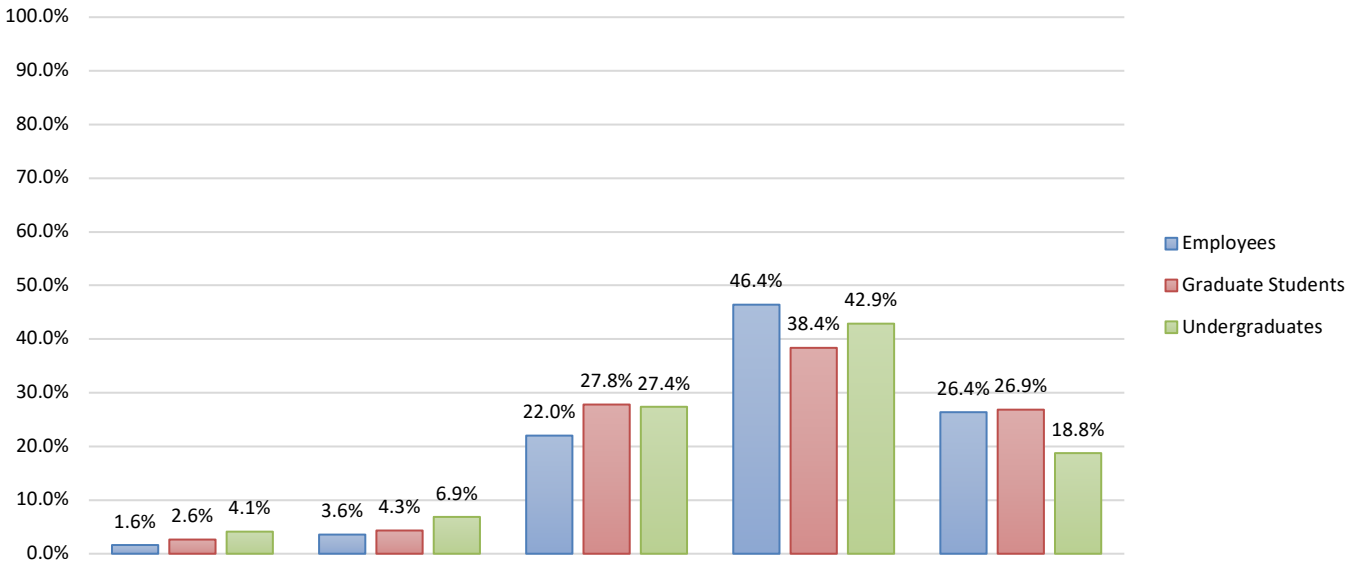


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	26	0.7%	116	3.2%	243	6.7%	1,987	54.5%	1,274	34.9%	3,646	100.0%
Graduate Students	34	2.5%	120	8.8%	204	14.9%	581	42.5%	428	31.3%	1,367	100.0%
Undergraduates	53	3.0%	142	8.1%	287	16.4%	862	49.1%	410	23.4%	1,754	100.0%
Total	113	1.7%	378	5.6%	734	10.9%	3,430	50.7%	2,112	31.2%	6,767	100.0%

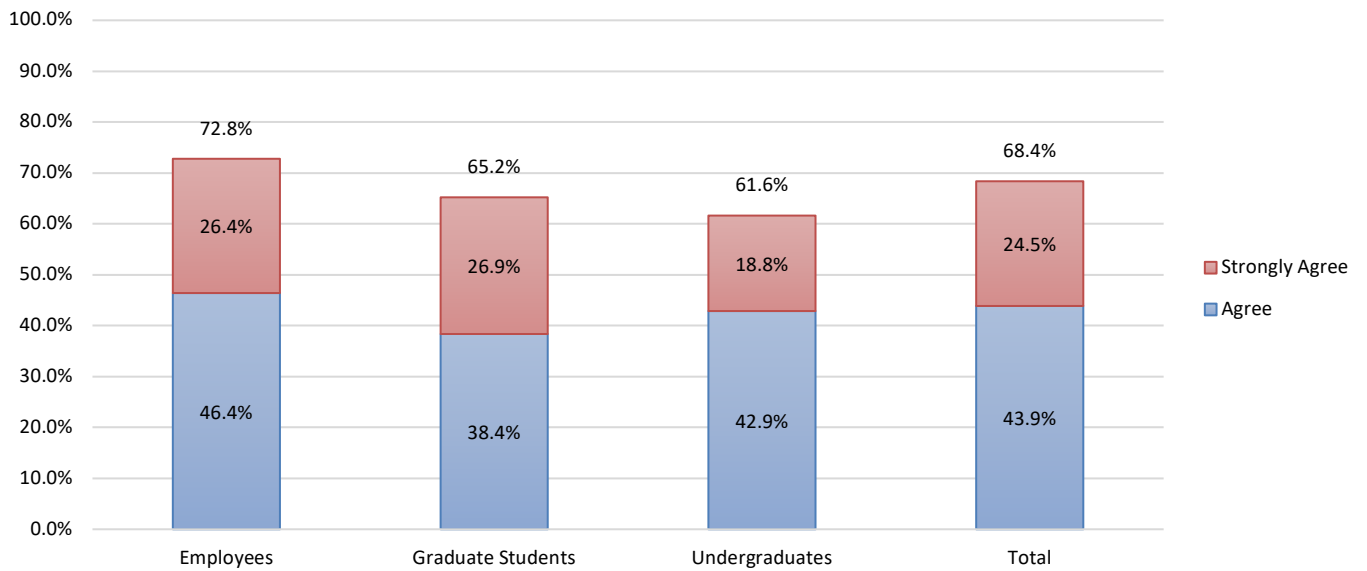


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,646	4.2	0.75	54.5%	34.9%	89.4%
Graduate Students	1,367	3.9	1.01	42.5%	31.3%	73.8%
Undergraduates	1,754	3.8	0.98	49.1%	23.4%	72.5%
Total	6,767	4.0	0.89	50.7%	31.2%	81.9%

6. The Virginia Tech Principles of Community are important in maintaining a positive and productive environment on campus.

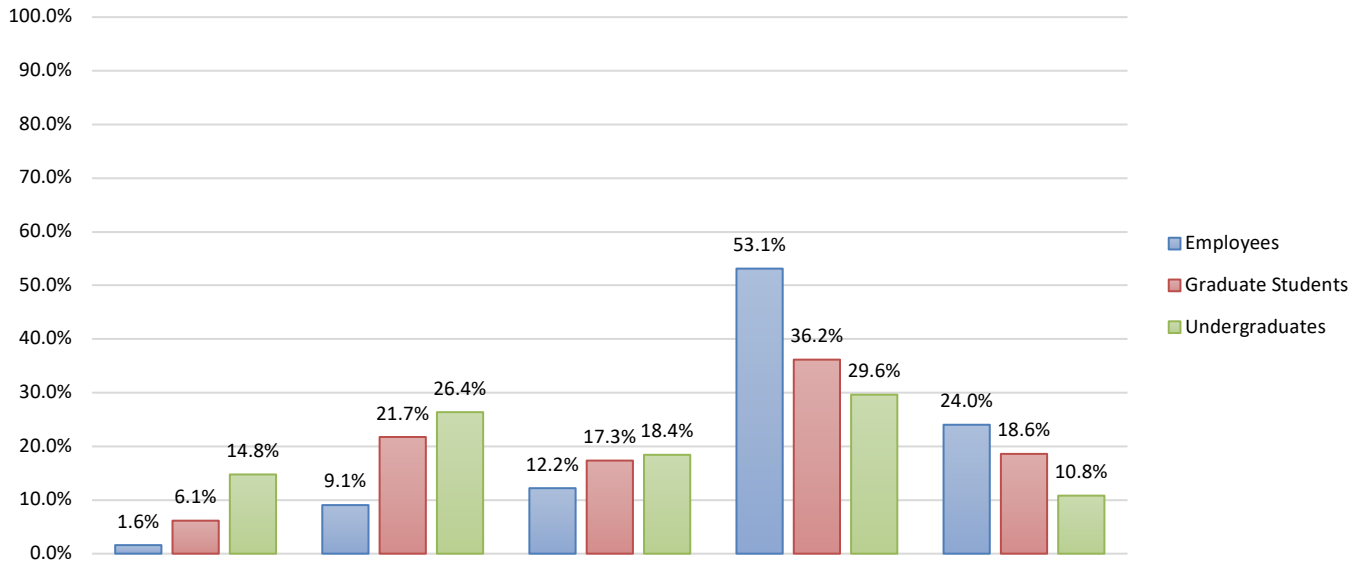


Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	59	1.6%	130	3.6%	802	22.0%	1,691	46.4%	961	26.4%	3,643	100.0%
Graduate Students	36	2.6%	59	4.3%	379	27.8%	523	38.4%	366	26.9%	1,363	100.0%
Undergraduates	72	4.1%	120	6.9%	479	27.4%	750	42.9%	328	18.8%	1,749	100.0%
Total	167	2.5%	309	4.6%	1,660	24.6%	2,964	43.9%	1,655	24.5%	6,755	100.0%

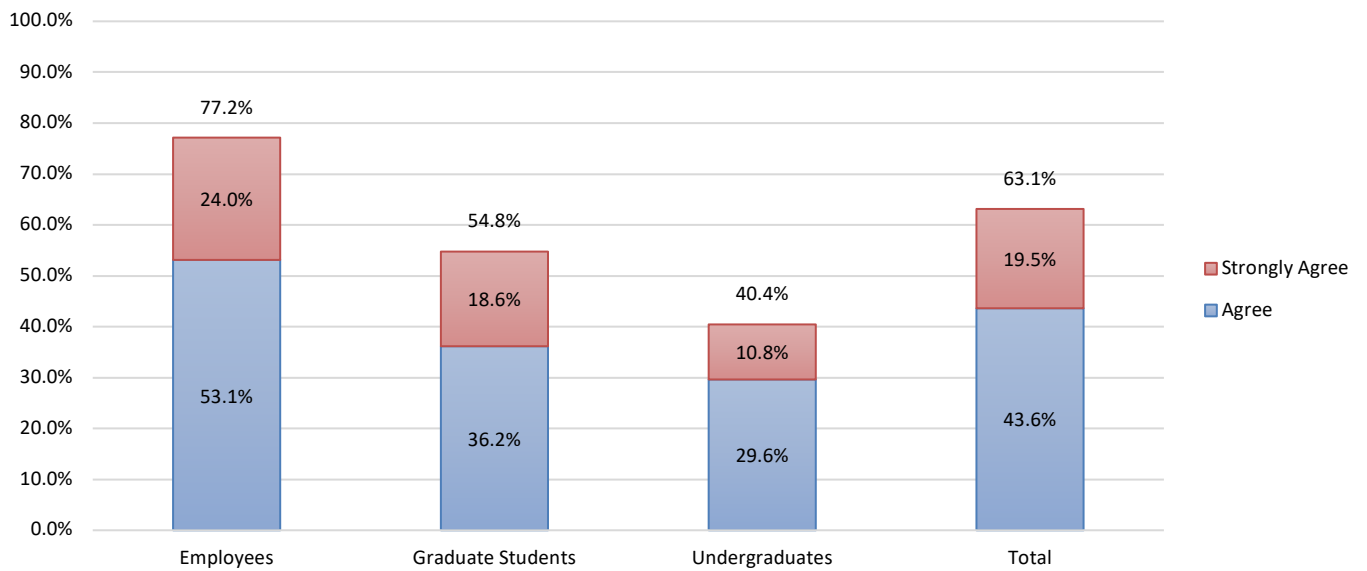


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,643	3.9	0.88	46.4%	26.4%	72.8%
Graduate Students	1,363	3.8	0.96	38.4%	26.9%	65.2%
Undergraduates	1,749	3.7	0.99	42.9%	18.8%	61.6%
Total	6,755	3.8	0.93	43.9%	24.5%	68.4%

7. I am familiar with InclusiveVT.

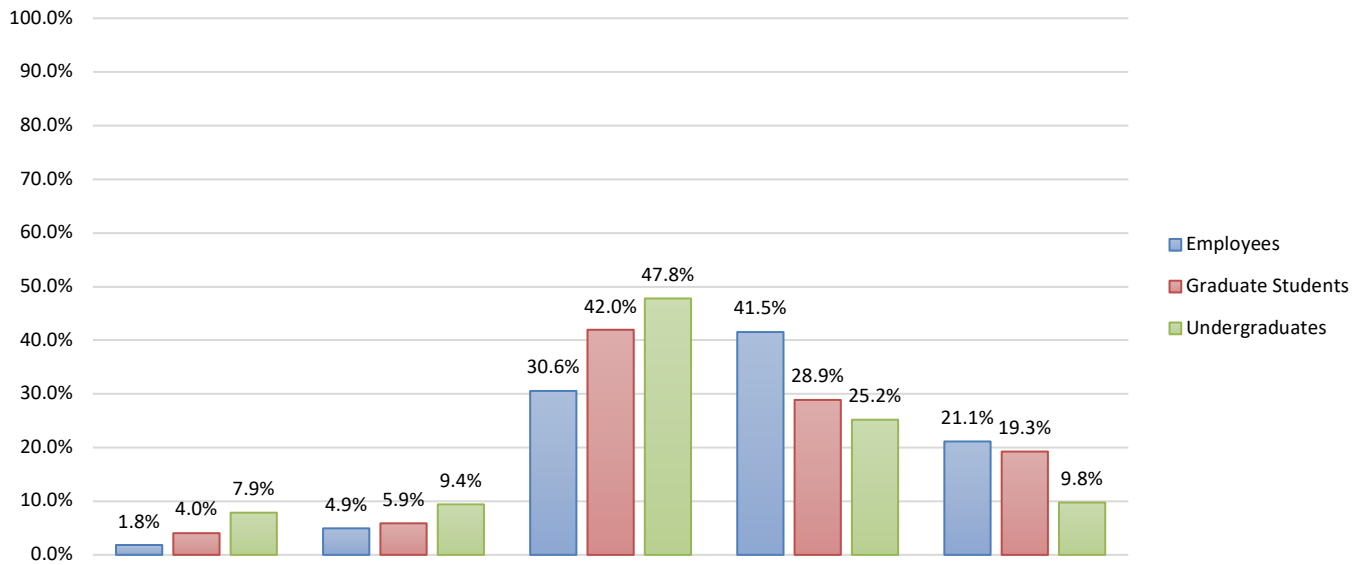


Group	Strongly Disagree		Disagree		Neither Agree Nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	58	1.6%	330	9.1%	445	12.2%	1,937	53.1%	876	24.0%	3,646	100.0%
Graduate Students	84	6.2%	297	21.7%	237	17.4%	494	36.2%	254	18.6%	1,366	100.0%
Undergraduates	258	14.8%	461	26.4%	322	18.4%	518	29.6%	189	10.8%	1,748	100.0%
Total	400	5.9%	1,088	16.1%	1,004	14.9%	2,949	43.6%	1,319	19.5%	6,760	100.0%

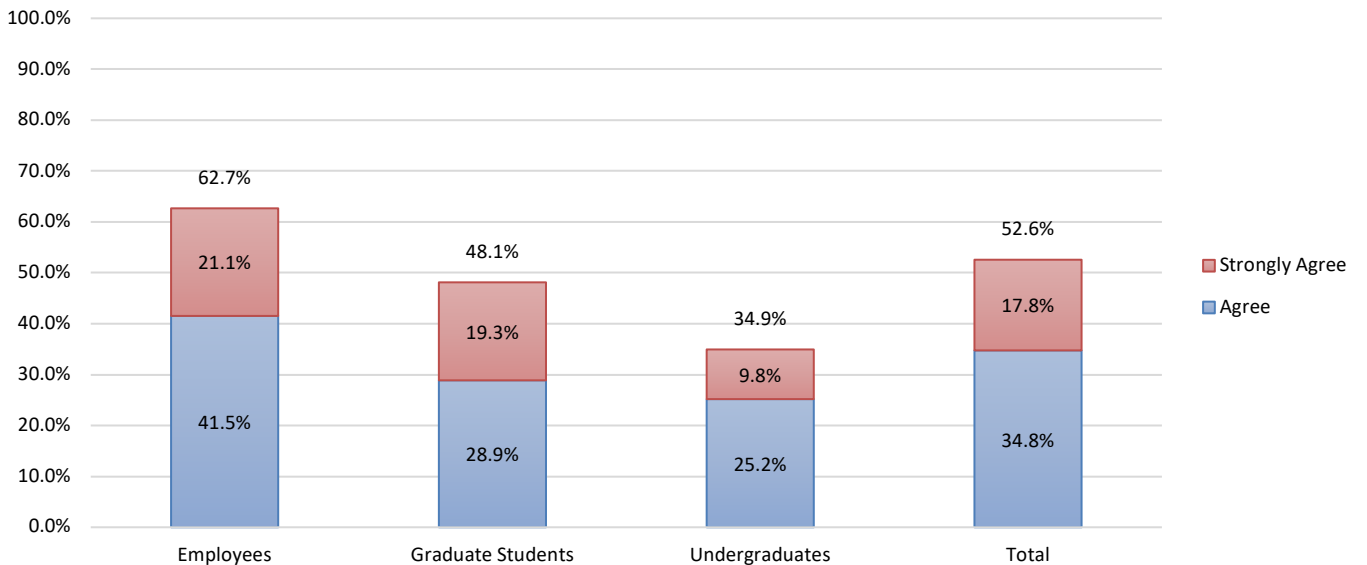


Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,646	3.9	0.92	53.1%	24.0%	77.2%
Graduate Students	1,366	3.4	1.19	36.2%	18.6%	54.8%
Undergraduates	1,748	3.0	1.26	29.6%	10.8%	40.4%
Total	6,760	3.5	1.15	43.6%	19.5%	63.1%

8. InclusiveVT is important in maintaining a positive and productive environment on campus.



Group	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Employees	67	1.8%	180	4.9%	1,113	30.6%	1,513	41.5%	770	21.1%	3,643	100.0%
Graduate Students	55	4.0%	80	5.9%	571	42.0%	393	28.9%	262	19.3%	1,361	100.0%
Undergraduates	137	7.9%	164	9.4%	833	47.8%	439	25.2%	170	9.8%	1,743	100.0%
Total	259	3.8%	424	6.3%	2,517	37.3%	2,345	34.8%	1,202	17.8%	6,747	100.0%



Group	Total Count	Average	Standard Deviation	% Agree	% Strongly Agree	% Agree and Strongly Agree
Employees	3,643	3.8	0.90	41.5%	21.1%	62.7%
Graduate Students	1,361	3.5	1.00	28.9%	19.3%	48.1%
Undergraduates	1,743	3.2	1.01	25.2%	9.8%	34.9%
Total	6,747	3.6	0.98	34.8%	17.8%	52.6%