



Climate survey reveals an overall positive campus climate

Results from the 2021 campus climate survey reveal that employees agree that the overall campus climate is positive and that they received the support they needed during the pandemic.

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 also reveals opportunities for improvement such as helping employees understand how to get help for unfair or inequitable treatment or addressing perceptions that employees have with regard to how equivalent their compensation is to the value they provide the university.

All employees, with the exception of student employees, were invited to take the survey between April 13 and May 3, 2021. The survey consisted of 55 questions. Approximately 3,267 employees responded to the confidential survey.

The university uses climate surveys to gauge employee perceptions about climate, diversity, inclusion, leadership, work environment, and job satisfaction. Climate surveys can be found at <https://www.hr.vt.edu/hiring-employee-transactions/hr-reporting-analytics/climate-survey.html>.

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. Because of this, there is no direct comparison with past employee climate surveys.

"We will be able to use the redesigned employee climate survey and its results to continue our focus on excellence in the employee experience at Virginia Tech," said Christine Luketic, director of HR analytics and reporting.

Data will be released to colleges and units throughout the fall. To see university data from the 2021 climate survey, a report is posted online at

https://www.hr.vt.edu/content/dam/hr_vt_edu/hiring-and-employee-transactions/hr-reporting-analytics/climate-survey-reports/2021climate_survey_report.pdf.

"The climate survey results will guide us as we develop strategies and make informed decisions that will help Virginia Tech become a better place to work, study, and serve," said Bryan Garey, vice president for human resources. "We want to create an inclusive environment that nurtures learning and growth for everyone."

Reminder to employees: Plan now to use your annual leave

As a reminder, the last day to use your accrued 2021 leave is Jan. 9, 2022.

While you may not have taken leave you normally would have taken this year, it's important to take time away from work for your mental health and wellness.

Remember that you'll need to cover Dec. 27–30, 2021, with appropriate leave types during the university's Winter Closing. For example, a full-time employee working eight hours Monday through Friday will need 32 hours of leave for these four days. The most common types of leave used for this period are annual, family personal, and compensatory (holiday comp, overtime comp). Sick leave is not appropriate to use for these days unless you have a documented illness or doctor's appointment during that time. (See below for additional information on upcoming Virginia Tech holiday breaks.)

We encourage you to work with your managers or supervisors now to plan ahead and ensure you can use your leave and reduce your annual leave balance by Jan. 9, 2022.

More information about leave carryover limits for different positions is available on the HR Leave website at <https://www.hr.vt.edu/benefits/leave.html>. For more information on Virginia Tech holidays please refer to University Policy No. 4315: Guidelines on Holidays.

Questions about leave and leave usage? Please contact your college or department's HR representative or contact the HR Leave Team at hrleave@vt.edu.

Upcoming holiday closings:

- Thanksgiving break: University is closed from noon on Wednesday, Nov. 24, through Friday, Nov. 26, and reopens on Monday, Nov. 29.
- Winter break: University is closed from Thursday, Dec. 23, through Friday, Dec. 31, 2021, and reopens on Monday, Jan. 3, 2022.

A full list of university holidays is available at <https://www.hr.vt.edu/benefits/leave/holiday-closing-schedule.html>.

Designated holidays: The following days are designated holidays for eligible faculty and staff. You do not need to use annual leave on these days.

- Thanksgiving break: Wednesday, Nov. 24, starting at noon, through Friday, Nov. 26.
- Winter break: Thursday, Dec. 23; Friday, Dec. 24; and Friday, Dec. 31.

Help neighbors in need through the Commonwealth of Virginia Campaign

The Commonwealth of Virginia Campaign addresses our community's most critical problems.

Your donation, no matter how small, has an impact. A donation of \$50 can provide a week of meals for home-bound senior citizens. Just \$35 can provide a Thanksgiving meal for a family of four.

Last year, thanks to the generosity of Virginia Tech employees, the campaign surpassed the university goal of \$370,000, raising more than \$404,000 for charities across the state.

This year's campaign has a goal of \$390,000 and runs until Dec. 10. You can choose from more than 900 charities throughout the state.

Donate now to the CVC through a payroll deduction or by cash, check, or online donation at <https://www.cvc.hr.vt.edu/donate.html>.

For questions or assistance, please contact your department representative or steering team member. More information can be found on the CVC website at <https://www.cvc.hr.vt.edu/>.

Flu season is coming; protect yourself and others with a flu vaccine

Thank you to all of the members of our community who have received their COVID-19 vaccine. Your commitment to your health as well as the health of your family and others in the community is a critical part of the fight against COVID-19.

While fighting the pandemic continues to be an important focus, fall is the time when other respiratory illnesses, like flu, begin to spread. It's important that we all take the necessary steps to reduce the spread of these seasonal illnesses too. That's why Virginia Tech is encouraging all employees and students to get a flu vaccination.

As a service to all employees, Hokie Wellness offers flu vaccination clinics each fall. The clinics are for employees only to limit the number of visitors on campus. Families/dependents of employees may be vaccinated at the drive through clinic on Oct. 30; see below for more information.

- Salaried faculty and staff who are covered by state health insurance plans must show their insurance card to receive a free vaccine.
- Non-student wage employees may also receive a free flu vaccine at the clinics by showing their Hokie Passport.
- Salaried F&S who are not covered by state health insurance plans may have received a flu vaccine at the clinics; be prepared to pay \$25 by cash or check at the clinic.

Flu vaccination clinics run through Oct. 30 at locations across campus. Registration is required for the flu clinics. Please be aware of the following:

- Because the flu clinics will be held in indoor public spaces, masks will be required to be worn and attendees will be asked to maintain physical distancing.
- Individuals who feel sick, are experiencing symptoms of COVID-19, or have been exposed to someone with COVID-19 should not attend the event.
- Injectable flu vaccines will be available at these clinics.

Following is information on the clinics:

- North End Center: Oct. 26 & 28, 8 a.m. – 2:30 p.m.
- Steger Hall: Oct. 27, 8 a.m. – 2:30 p.m.
- North End Center – drive through clinic: Oct. 30, 9 a.m. – 1 p.m.; Families/dependents of employees may attend this clinic.

NOTE: The registration link found at <https://vtx.vt.edu/notices/2021/09/hokie-wellness-flu-clinics-2021.html> contains specific information about each clinic.

For questions:

- About Hokie Wellness flu clinics, contact Hokie Wellness at hokiewellness@vt.edu or 540-231-8878.
- About flu vaccines and your medical plan, contact your plan provider.
- From students about the flu, contact Schiffert Health Center at health@vt.edu or 540-231-6444.