The College of William and Mary

Employee Survey Results

October 12, 2007
College of William and Mary/VIMS Employee Survey Results

Executive Summary

In the spring of this year President Gene Nichol directed the Human Resources Office to conduct a comprehensive climate survey of classified employees as well as administrative/professional faculty. The survey was conducted in July. Fully 55.5% of eligible employees participated. The following report provides the survey results.

The survey provides critical and timely information about how College employees perceive a wide range of issues related to their compensation, benefits, and training, their workplace, communications and job satisfaction. The College intends to use these results to help guide the development of the new University Human Resources Management System which is a part of its restructuring initiative.

Overall

Employees were asked how they would rate the institution, their department and working at the College.

- 86.4% agreed/strongly agreed they are proud to say they work at the College of William and Mary.
- 86.0% agreed/strongly agreed that overall, their department is a good place to work.
- 60.7% agreed/strongly agreed that the College is a well run institution.
- 55.1% agreed/strongly agreed that the College cares about its employees and treats them fairly.

Survey Administration

An invitation to participate in the employee survey was distributed to 1671 employees of the College. Responses were received from 928 (55.5%) employees. Since not all respondents answered all questions, the number of responses per question is less than 928.

First, an online survey was distributed to all administrative and professional faculty, salaried staff and hourly employees. Second, sessions were held for employees who did not have access to a computer or chose not to complete the survey online to complete a paper survey. A total of 32 employees completed the paper survey. The average time to complete the survey online was 18 minutes.

Demographics of Respondents

The following charts represent the breakdown Division/Department, employee category, and length of service. Unreported reflects those respondents who chose not to identify their division/department, employee category or length of service.
### College of William and Mary/VIMS Employee Survey Results

#### Employee Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of Respondents</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative/Professional Faculty</td>
<td>247</td>
<td>26.6%</td>
</tr>
<tr>
<td>Classified/University</td>
<td>510</td>
<td>55.0%</td>
</tr>
<tr>
<td>Hourly</td>
<td>44</td>
<td>4.7%</td>
</tr>
<tr>
<td>Unreported</td>
<td>127</td>
<td>13.7%</td>
</tr>
</tbody>
</table>

#### Division/Department

<table>
<thead>
<tr>
<th>Division/Department</th>
<th>Number Surveyed</th>
<th>Number of Respondents</th>
<th>Known Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration-Facilities Management</td>
<td>199</td>
<td>80</td>
<td>40.2%</td>
</tr>
<tr>
<td>Administration-Auxiliary Services</td>
<td>26</td>
<td>16</td>
<td>61.5%</td>
</tr>
<tr>
<td>Administration-All other—departments (HR, Procurement, Campus Police, etc)</td>
<td>61</td>
<td>50</td>
<td>82.0%</td>
</tr>
<tr>
<td>Arts and Sciences</td>
<td>108</td>
<td>63</td>
<td>58.3%</td>
</tr>
<tr>
<td>Athletics</td>
<td>86</td>
<td>19</td>
<td>22.1%</td>
</tr>
<tr>
<td>School of Business</td>
<td>53</td>
<td>30</td>
<td>56.6%</td>
</tr>
<tr>
<td>Development</td>
<td>61</td>
<td>51</td>
<td>83.6%</td>
</tr>
<tr>
<td>School of Education</td>
<td>23</td>
<td>16</td>
<td>69.6%</td>
</tr>
<tr>
<td>Finance</td>
<td>86</td>
<td>20</td>
<td>23.3%</td>
</tr>
<tr>
<td>School of Law</td>
<td>69</td>
<td>37</td>
<td>53.6%</td>
</tr>
<tr>
<td>Provost-Information Technology</td>
<td>94</td>
<td>56</td>
<td>59.6%</td>
</tr>
<tr>
<td>Provost-Enrollment</td>
<td>59</td>
<td>27</td>
<td>45.8%</td>
</tr>
<tr>
<td>Provost-All Other departments (Reves, Muscarelle)</td>
<td>85</td>
<td>35</td>
<td>41.2%</td>
</tr>
<tr>
<td>Public Affairs</td>
<td>22</td>
<td>11</td>
<td>50.0%</td>
</tr>
<tr>
<td>Student Affairs-Residence Life</td>
<td>70</td>
<td>29</td>
<td>41.4%</td>
</tr>
<tr>
<td>Student Affairs-All other departments (Counseling Center, Career Services, Health Center, etc.)</td>
<td>116</td>
<td>40</td>
<td>34.5%</td>
</tr>
<tr>
<td>Swem Library</td>
<td>63</td>
<td>44</td>
<td>69.8%</td>
</tr>
<tr>
<td>VIMS</td>
<td>390</td>
<td>167</td>
<td>42.8%</td>
</tr>
<tr>
<td>Unreported</td>
<td>0</td>
<td>137</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1671</strong></td>
<td><strong>928</strong></td>
<td><strong>55.5%</strong></td>
</tr>
</tbody>
</table>

#### Length of Time Working at the College

<table>
<thead>
<tr>
<th>Length of Time</th>
<th>Number of Respondents</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>69</td>
<td>7.4%</td>
</tr>
<tr>
<td>At least one year but less than 5 years</td>
<td>226</td>
<td>24.4%</td>
</tr>
<tr>
<td>5-9 years</td>
<td>197</td>
<td>21.2%</td>
</tr>
<tr>
<td>10-19 years</td>
<td>168</td>
<td>18.1%</td>
</tr>
<tr>
<td>20-30 years</td>
<td>103</td>
<td>11.1%</td>
</tr>
<tr>
<td>More than 30 years</td>
<td>40</td>
<td>4.3%</td>
</tr>
<tr>
<td>Unreported</td>
<td>125</td>
<td>13.4%</td>
</tr>
</tbody>
</table>
College of William and Mary/VIMS Employee Survey Results

Summary According to Category

Mission and Purpose

The employees understanding of the mission and purpose of the College and departments ranked very high.

- I understand the mission and goals of the College.
  27.9% Strongly Agree
  47.4% Agree
  13.9% Neutral
  4.3% Disagree
  2.2% Strongly Disagree
  4.0% Don't Know

- I understand the mission and goals of my department.
  51.4% Strongly Agree
  34.5% Agree
  5.8% Neutral
  3.4% Disagree
  2.7% Strongly Disagree
  2.0% Don't Know

- I understand how my work directly contributes to the overall success of my department.
  62.7% Strongly Agree
  29.4% Agree
  3.1% Neutral
  1.6% Disagree
  2.2% Strongly Disagree
  0.7% Don't Know

- I understand how our department's objectives and initiatives contribute to success of the College.
  54.0% Strongly Agree
  32.1% Agree
  7.3% Neutral
  2.7% Disagree
  2.2% Strongly Disagree
  1.5% Don't Know

Structure

The structure of the College received very favorable rankings with the exception of staffing levels.

- I know generally who is responsible for doing what in my department.
  47.2% Strongly Agree
  39.7% Agree
  4.6% Neutral
  5.1% Disagree
  2.5% Strongly Disagree
  0.6% Don't Know
College of William and Mary/VIMS Employee Survey Results

- I believe we have the right staffing level to perform the duties assigned to my department.
  - 10.0% Strongly Agree
  - 26.7% Agree
  - 15.1% Neutral
  - 30.9% Disagree
  - 15.8% Strongly Disagree
  - 1.2% Don’t Know

- I believe we have the right people to do the work.
  - 22.1% Strongly Agree
  - 40.7% Agree
  - 17.3% Neutral
  - 13.4% Disagree
  - 5.2% Strongly Disagree
  - 1.1% Don’t Know

- The duties are distributed fairly within my department.
  - 12.7% Strongly Agree
  - 40.7% Agree
  - 17.7% Neutral
  - 18.0% Disagree
  - 8.4% Strongly Disagree
  - 2.2% Don’t Know

- The current organization structure provides for clear direction and decision making.
  - 14.8% Strongly Agree
  - 38.2% Agree
  - 20.8% Neutral
  - 17.0% Disagree
  - 7.6% Strongly Disagree
  - 1.3% Don’t Know

Leadership

The leadership of the College received very favorable rankings.

- I clearly understand what my supervisor expects of me.
  - 40.6% Strongly Agree
  - 40.1% Agree
  - 9.3% Neutral
  - 5.8% Disagree
  - 3.6% Strongly Disagree
  - 0.3% Don’t Know

- I feel comfortable discussing work-related issues with my supervisor.
  - 48.4% Strongly Agree
  - 31.2% Agree
  - 8.9% Neutral
  - 6.5% Disagree
  - 4.8% Strongly Disagree
  - 0.2% Don’t Know
College of William and Mary/VIMS Employee Survey Results

- My supervisor gives me candid and timely feedback on my performance.
  - 34.5% Strongly Agree
  - 33.1% Agree
  - 15.0% Neutral
  - 10.8% Disagree
  - 5.9% Strongly Disagree
  - 0.4% Don't Know

- My supervisor is consistent and fair when dealing with employees.
  - 34.6% Strongly Agree
  - 30.9% Agree
  - 16.4% Neutral
  - 9.1% Disagree
  - 8.1% Strongly Disagree
  - 0.5% Don't Know

- In general, my supervisor has a good working relationship with team members.
  - 39.1% Strongly Agree
  - 36.5% Agree
  - 11.4% Neutral
  - 6.6% Disagree
  - 5.5% Strongly Disagree
  - 0.5% Don't Know

- Senior College administrators generally provide clear leadership and direction.
  - 8.9% Strongly Agree
  - 30.0% Agree
  - 29.6% Neutral
  - 16.5% Disagree
  - 6.3% Strongly Disagree
  - 8.5% Don't Know

- My department receives good support from senior College administrators.
  - 11.7% Strongly Agree
  - 29.2% Agree
  - 27.0% Neutral
  - 14.6% Disagree
  - 6.4% Strongly Disagree
  - 10.9% Don't Know

Communications

- My ideas and opinions are encouraged and valued by others in my department.
  - 24.2% Strongly Agree
  - 45.7% Agree
  - 14.4% Neutral
  - 9.8% Disagree
  - 3.5% Strongly Disagree
  - 1.1% Don't Know
College of William and Mary/VIMS Employee Survey Results

- People within my department feel comfortable talking openly about our department's goals and ways to improve what we do.
  24.9% Strongly Agree
  40.4% Agree
  15.0% Neutral
  11.0% Disagree
  4.9% Strongly Disagree
  3.5% Don't Know

- Communication and cooperation between my department and other departments at the College are generally effective.
  11.1% Strongly Agree
  46.4% Agree
  20.5% Neutral
  10.5% Disagree
  3.9% Strongly Disagree
  7.4% Don't Know

- The lines of communication are open so that information flows both up and down the chain of command.
  10.9% Strongly Agree
  34.9% Agree
  21.7% Neutral
  20.9% Disagree
  9.1% Strongly Disagree
  2.3% Don't Know

- I am provided with opportunities to participate in the goal setting and decision-making process in my department.
  20.7% Strongly Agree
  34.3% Agree
  17.3% Neutral
  17.5% Disagree
  9.3% Strongly Disagree
  0.6% Don't Know

- My co-workers and I are properly informed of changes in the workplace.
  13.7% Strongly Agree
  38.4% Agree
  20.8% Neutral
  16.9% Disagree
  9.1% Strongly Disagree
  0.9% Don't Know

Teamwork

- The people with whom I work are committed to helping the institution.
  34.4% Strongly Agree
  48.9% Agree
  10.7% Neutral
  3.2% Disagree
  1.5% Strongly Disagree
  1.0% Don't Know
College of William and Mary/VIMS Employee Survey Results

- People within my department collaborate with each other and work as a team.
  27.9% Strongly Agree
  44.3% Agree
  13.7% Neutral
  8.6% Disagree
  4.8% Strongly Disagree
  0.3% Don't Know

- I feel valued as a team member within my department.
  31.1% Strongly Agree
  40.5% Agree
  13.8% Neutral
  8.7% Disagree
  5.1% Strongly Disagree
  0.7% Don't Know

- I trust the people with whom I work.
  29.4% Strongly Agree
  41.5% Agree
  15.3% Neutral
  8.1% Disagree
  5.3% Strongly Disagree
  0.2% Don't Know

- I enjoy working with people in my department.
  38.4% Strongly Agree
  42.8% Agree
  13.4% Neutral
  3.1% Disagree
  1.9% Strongly Disagree
  0.1% Don't Know

Customer Focus

- I know who my customers are.
  52.5% Strongly Agree
  37.1% Agree
  6.0% Neutral
  1.4% Disagree
  0.5% Strongly Disagree
  2.2% Don't Know

- The members of my department clearly understand the needs of our customers.
  32.9% Strongly Agree
  45.1% Agree
  11.9% Neutral
  5.1% Disagree
  1.4% Strongly Disagree
  3.2% Don't Know
College of William and Mary/VIMS Employee Survey Results

- I feel empowered to solve customer problems.
  33.6% Strongly Agree
  42.5% Agree
  15.3% Neutral
  4.9% Disagree
  1.1% Strongly Disagree
  2.3% Don't Know

- I think that customers are generally pleased with the service they receive from my department.
  32.6% Strongly Agree
  51.4% Agree
  8.4% Neutral
  2.1% Disagree
  0.8% Strongly Disagree
  4.4% Don't Know

- When I am acting as a customer of another College department, I find that department responsive to my needs.
  10.3% Strongly Agree
  52.7% Agree
  22.2% Neutral
  7.1% Disagree
  1.3% Strongly Disagree
  6.2% Don't Know

Innovation Opportunities

- I am challenged to think of ways to improve the way we do business.
  23.4% Strongly Agree
  42.7% Agree
  17.4% Neutral
  12.1% Disagree
  3.3% Strongly Disagree
  0.9% Don't Know

- I am provided with opportunities to broaden my knowledge through special tasks/assignments.
  23.7% Strongly Agree
  43.8% Agree
  16.5% Neutral
  11.0% Disagree
  3.7% Strongly Disagree
  1.0% Don't Know

- I am given opportunities for cross training within our department.
  13.7% Strongly Agree
  33.2% Agree
  24.4% Neutral
  19.7% Disagree
  7.8% Strongly Disagree
  0.9% Don't Know
College of William and Mary/VIMS Employee Survey Results

- Supervisors in my department are open to change and improvements.
  - 23.9% Strongly Agree
  - 41.4% Agree
  - 16.9% Neutral
  - 9.2% Disagree
  - 6.4% Strongly Disagree
  - 2.0% Don't Know

- Senior managers in my department are open to change and improvements.
  - 21.2% Strongly Agree
  - 39.0% Agree
  - 18.5% Neutral
  - 9.2% Disagree
  - 6.4% Strongly Disagree
  - 5.5% Don't Know

My Job

- I have the right tools and resources to do my job well.
  - 18.4% Strongly Agree
  - 48.7% Agree
  - 14.1% Neutral
  - 13.9% Disagree
  - 4.6% Strongly Disagree
  - 0.0% Don't Know

- I have the authority I need to do my job well.
  - 24.8% Strongly Agree
  - 48.1% Agree
  - 13.6% Neutral
  - 9.5% Disagree
  - 3.4% Strongly Disagree
  - 0.3% Don't Know

- I have received adequate training to accomplish the tasks that have been assigned to me.
  - 24.0% Strongly Agree
  - 49.7% Agree
  - 15.4% Neutral
  - 7.2% Disagree
  - 2.9% Strongly Disagree
  - 0.4% Don't Know

- The amount of work I am expected to do is reasonable.
  - 14.5% Strongly Agree
  - 50.3% Agree
  - 15.9% Neutral
  - 12.6% Disagree
  - 6.4% Strongly Disagree
  - 0.1% Don't Know
College of William and Mary/VIMS Employee Survey Results

- My talents and abilities are well used in my current position.
  26.4%  Strongly Agree
  47.0%  Agree
  10.8%  Neutral
  10.4%  Disagree
  4.9%   Strongly Disagree
  0.3%   Don't Know

- My position description is accurate and up-to-date.
  19.3%  Strongly Agree
  45.3%  Agree
  14.9%  Neutral
  11.9%  Disagree
  5.2%   Strongly Disagree
  3.0%   Don't Know

- My position description expectations are clear and fair.
  19.2%  Strongly Agree
  47.4%  Agree
  16.8%  Neutral
  11.0%  Disagree
  3.3%   Strongly Disagree
  2.0%   Don't Know

- My work is important to the success of the department.
  52.2%  Strongly Agree
  41.6%  Agree
  4.5%   Neutral
  0.3%   Disagree
  0.2%   Strongly Disagree
  0.9%   Don't Know

- Doing my job well gives me a sense of personal satisfaction.
  64.0%  Strongly Agree
  31.6%  Agree
  2.9%   Neutral
  0.7%   Disagree
  0.4%   Strongly Disagree
  0.1%   Don't Know

- I like the work I do.
  50.9%  Strongly Agree
  38.5%  Agree
  7.5%   Neutral
  1.7%   Disagree
  1.0%   Strongly Disagree
  0.1%   Don't Know
College of William and Mary/VTMS Employee Survey Results

Compensation

- I understand how my pay is determined.
  - 11.4% Strongly Agree
  - 39.2% Agree
  - 16.3% Neutral
  - 18.4% Disagree
  - 11.1% Strongly Disagree
  - 3.3% Don't Know

- My pay has increased in line with increases in my responsibilities.
  - 8.0% Strongly Agree
  - 22.5% Agree
  - 22.2% Neutral
  - 25.5% Disagree
  - 17.2% Strongly Disagree
  - 4.4% Don't Know

- My pay level is comparable with other employees in similar jobs within the College.
  - 4.1% Strongly Agree
  - 18.5% Agree
  - 16.2% Neutral
  - 16.3% Disagree
  - 11.6% Strongly Disagree
  - 33.0% Don't Know

- My pay level is comparable with employees in similar jobs outside of the College.
  - 2.1% Strongly Agree
  - 10.7% Agree
  - 11.9% Neutral
  - 27.4% Disagree
  - 26.6% Strongly Disagree
  - 20.9% Don't Know

- I believe that pay increases should be based primarily on performance.
  - 30.3% Strongly Agree
  - 42.4% Agree
  - 16.6% Neutral
  - 6.9% Disagree
  - 2.1% Strongly Disagree
  - 1.4% Don't Know

- I believe that pay increases should be based primarily on length of service.
  - 4.6% Strongly Agree
  - 15.8% Agree
  - 32.6% Neutral
  - 33.8% Disagree
  - 11.3% Strongly Disagree
  - 1.6% Don't Know
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- If you are an hourly employee, if given the opportunity I would convert from hourly to classified status.
  - 6.0% Strongly Agree
  - 5.8% Agree
  - 6.9% Neutral
  - 1.6% Disagree
  - 0.9% Strongly Disagree
  - 78.5% Don't Know

- I believe I am fairly compensated for the work I do.
  - 6.6% Strongly Agree
  - 31.1% Agree
  - 20.4% Neutral
  - 26.6% Disagree
  - 13.9% Strongly Disagree
  - 1.2% Don't Know

Importance of Pay Factors
How important are the following factors in determining compensation.

- The duties and responsibilities of the job.
  - 67.6% Very Important
  - 29.3% Important
  - 0.9% Neutral
  - 1.2% Somewhat Important
  - 0.6% Not Important
  - 0.2% Don't Know

- Pay levels of similar jobs within the department.
  - 27.6% Very Important
  - 47.6% Important
  - 9.3% Neutral
  - 6.0% Somewhat Important
  - 2.0% Not Important
  - 7.2% Don't Know

- Pay levels of similar jobs across the College.
  - 27.6% Very Important
  - 44.3% Important
  - 12.3% Neutral
  - 6.6% Somewhat Important
  - 1.9% Not important
  - 7.0% Don't Know

- Pay levels of employees in similar jobs outside the College.
  - 40.9% Very Important
  - 38.5% Important
  - 8.1% Neutral
  - 5.1% Somewhat Important
  - 1.4% Not Important
  - 5.6% Don't Know
**College of William and Mary/VIMS Employee Survey Results**

- **Job related experience of the employee.**
  - 51.4% Very Important
  - 41.2% Important
  - 3.4% Neutral
  - 2.5% Somewhat Important
  - 0.9% Not Important
  - 0.3% Don't Know

- **Job related education and training of the employee.**
  - 42.1% Very Important
  - 47.9% Important
  - 4.7% Neutral
  - 4.1% Somewhat Important
  - 0.7% Not Important
  - 0.3% Don't Know

- **Job related skills and abilities of the employee.**
  - 59.2% Very Important
  - 36.3% Important
  - 2.2% Neutral
  - 1.2% Somewhat Important
  - 0.3% Not Important
  - 0.6% Don't Know

- **How well an employee performs his/her duties and responsibilities.**
  - 74.9% Very Important
  - 22.2% Important
  - 1.2% Neutral
  - 0.7% Somewhat Important
  - 0.4% Not Important
  - 0.4% Don't Know

- **How many years the employee has been with the College.**
  - 12.8% Very Important
  - 38.9% Important
  - 20.7% Neutral
  - 17.8% Somewhat Important
  - 8.9% Not Important
  - 0.7% Don't Know

**How important are the following benefits and work life factors to you.**

- **Health insurance**
  - 84.3% Very Important
  - 9.8% Important
  - 1.4% Neutral
  - 1.5% Somewhat Important
  - 2.6% Not Important
  - 0.1% Don't Know
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- Virginia Retirement benefits
  - 75.5% Very Important
  - 14.5% Important
  - 3.1% Neutral
  - 2.3% Somewhat Important
  - 3.4% Not Important
  - 0.9% Don't Know

- Life Insurance
  - 48.2% Very Important
  - 30.0% Important
  - 10.3% Neutral
  - 6.4% Somewhat Important
  - 4.6% Not Important
  - 0.3% Don't Know

- On-site child care
  - 14.2% Very Important
  - 11.1% Important
  - 19.5% Neutral
  - 4.0% Somewhat Important
  - 48.1% Not Important
  - 2.9% Don't Know

- A flexible work schedule
  - 46.8% Very Important
  - 31.3% Important
  - 9.8% Neutral
  - 7.2% Somewhat Important
  - 4.2% Not Important
  - 0.4% Don't Know

- Leave benefits
  - 70.4% Very Important
  - 22.6% Important
  - 2.9% Neutral
  - 3.0% Somewhat Important
  - 0.9% Not Important
  - 0.0% Don't Know

- Tuition reimbursement for employees who want to take courses at the College.
  - 35.5% Very Important
  - 34.0% Important
  - 12.5% Neutral
  - 8.7% Somewhat Important
  - 8.6% Not Important
  - 0.4% Don't Know
College of William and Mary/VIMS Employee Survey Results

- Tuition reimbursement for employees who want to take courses at other schools.
  29.4% Very Important
  31.5% Important
  16.2% Neutral
  9.0% Somewhat Important
  12.4% Not Important
  1.3% Don’t Know

- Tuition reimbursement for dependents of employees.
  32.6% Very Important
  25.9% Important
  14.9% Neutral
  6.6% Somewhat Important
  18.1% Not Important
  1.7% Don’t Know

Of the above benefit and work life items, which two are the most important to you?

- Health Insurance 42.9%
- Virginia Retirement 27.5%
- Life Insurance 2.5%
- On-site Child Care 0.7%
- Flexible Work Schedule 8.5%
- Leave Benefits 13.6%
- Tuition Reimbursement at the College 1.5%
- Tuition Reimbursement at other Schools 0.7%
- Tuition Reimbursement for dependents of employees 1.8%

Of the above benefits and work life items, which two are the least important to you?

- Health Insurance 1.1%
- Virginia Retirement 1.6%
- Life Insurance 5.0%
- On-site Child Care 34.8%
- Flexible Work Schedule 4.7%
- Leave Benefits 1.1%
- Tuition Reimbursement at the College 6.4%
- Tuition Reimbursement at other Schools 22.0%
- Tuition Reimbursement for dependents of employees 22.8%

Training and Development

- I am given opportunities to learn new skills.
  24.2% Strongly Agree
  48.4% Agree
  13.8% Neutral
  8.5% Disagree
  4.5% Strongly Disagree
  0.2% Don’t Know
**College of William and Mary/VIMS Employee Survey Results**

- **I am given opportunities for additional responsibility.**
  - 28.4% Strongly Agree
  - 46.3% Agree
  - 14.2% Neutral
  - 7.7% Disagree
  - 2.4% Strongly Disagree
  - 0.7% Don't Know

- **My supervisor cares about my professional development.**
  - 32.4% Strongly Agree
  - 35.3% Agree
  - 15.1% Neutral
  - 8.5% Disagree
  - 6.4% Strongly Disagree
  - 2.1% Don't Know

- **I have received training in College policies and procedures related to my work.**
  - 16.0% Strongly Agree
  - 45.3% Agree
  - 20.8% Neutral
  - 11.0% Disagree
  - 5.5% Strongly Disagree
  - 1.2% Don't Know

**My Workplace**

- **My workplace is well maintained.**
  - 19.0% Strongly Agree
  - 45.4% Agree
  - 16.6% Neutral
  - 13.7% Disagree
  - 4.9% Strongly Disagree
  - 0.1% Don't Know

- **My workplace is physically comfortable.**
  - 17.3% Strongly Agree
  - 47.5% Agree
  - 15.1% Neutral
  - 13.9% Disagree
  - 5.8% Strongly Disagree
  - 0.1% Don't Know

- **My workplace is safe.**
  - 22.9% Strongly Agree
  - 52.8% Agree
  - 13.5% Neutral
  - 6.3% Disagree
  - 3.4% Strongly Disagree
  - 0.8% Don't Know
College of William and Mary/VITMS Employee Survey Results

- If I had a work-related problem such as harassment or discrimination, I know where to go at the College to discuss my concerns.
  - 29.1% Strongly Agree
  - 49.3% Agree
  - 7.8% Neutral
  - 7.3% Disagree
  - 3.6% Strongly Disagree
  - 2.6% Don’t Know

- Overall, my department is a good place to work.
  - 41.0% Strongly Agree
  - 44.9% Agree
  - 8.7% Neutral
  - 3.5% Disagree
  - 1.5% Strongly Disagree
  - 0.1% Don’t Know

- I believe that the College is a well run institution.
  - 14.8% Strongly Agree
  - 45.8% Agree
  - 24.7% Neutral
  - 10.1% Disagree
  - 2.3% Strongly Disagree
  - 2.1% Don’t Know

- I believe the College cares about the employees and treats them fairly.
  - 11.5% Strongly Agree
  - 43.9% Agree
  - 24.7% Neutral
  - 12.6% Disagree
  - 5.2% Strongly Disagree
  - 1.8% Don’t Know

- I am proud to say that I work at the College of William and Mary.
  - 43.7% Strongly Agree
  - 42.7% Agree
  - 11.2% Neutral
  - 0.9% Disagree
  - 0.8% Strongly Disagree
  - 0.4% Don’t Know