

Annual Employee Survey

University-Wide Results 2024

September 2024

The survey was administered July 29, through August 9, 2024 to all VCU Classified and University and Academic Professionals.* Senior leaders and faculty were not included. The survey received 1605 responses (33.3% staff response rate).

2024 Annual Employee Survey: University-wide Results

Staff Survey 2022	Staff Survey 2023	Staff Survey 2024	2023 vs 2024	2022 vs 2023	2022 vs 2024
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1,605 Responses	1,605 Selected	Employee Type All	School/Unit All
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Tenure at VCU | Age

	< 20	20-30	31-40	41-50	51-60	>60	Prefer..	Null	Total
<1 year	0.1%	2.6%	2.1%	0.9%	0.8%	0.2%	0.1%	0.1%	6.9%
1-3 years		5.2%	4.7%	2.7%	1.4%	0.6%	1.1%	0.2%	15.8%
3-5 years		1.4%	2.7%	1.1%	0.7%	0.4%	0.8%	0.1%	7.2%
5-10 yea..		1.1%	5.9%	3.9%	1.9%	1.1%	1.2%	0.6%	15.6%
>10 years		0.1%	3.4%	7.4%	6.0%	5.0%	2.2%	0.6%	24.8%
Prefer n..		0.1%	0.4%	0.1%	0.2%	0.1%	3.2%		4.0%
Null		0.4%	1.2%	1.0%	1.5%	0.9%	0.4%	20.2%	25.7%
Total	0.1%	10.8%	20.4%	17.2%	12.5%	8.3%	8.9%	21.7%	100.0%

LGBTQIA+

Yes	11.8%
No	56.1%
Prefer not to answer	11.0%
Null	21.2%

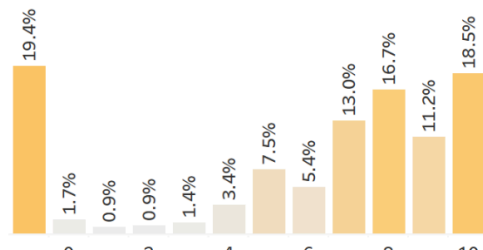
Race/Ethnicity

	Hispan..	Not Hi..	Prefer ..	Null	Total
American In..		0.1%	0.1%	0.1%	0.1%
Asian	0.1%	1.8%	0.1%	0.1%	2.1%
Black or Afr..	0.2%	11.6%	0.1%	0.1%	12.0%
Native Haw..		0.1%			0.1%
Two or mor..	0.5%	2.2%	0.1%		2.8%
White or Ca..	1.2%	45.2%	0.2%	0.4%	47.0%
Other	0.8%	0.8%	0.2%		1.9%
Prefer not t..	0.1%	2.3%	9.7%	0.2%	12.3%
Null	0.1%	0.7%	0.1%	20.9%	21.8%
Total	3.0%	64.7%	10.6%	21.7%	100.0%

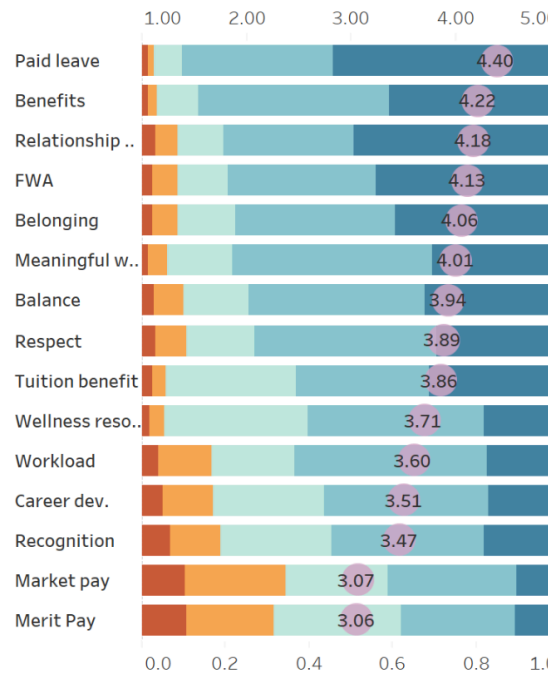
Salary

>\$100K	12.6%
\$60K-100K	33.8%
<\$60K	22.9%
Prefer not to answer	9.8%
Null	21.0%

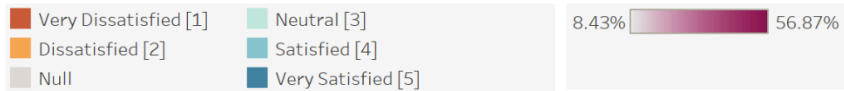
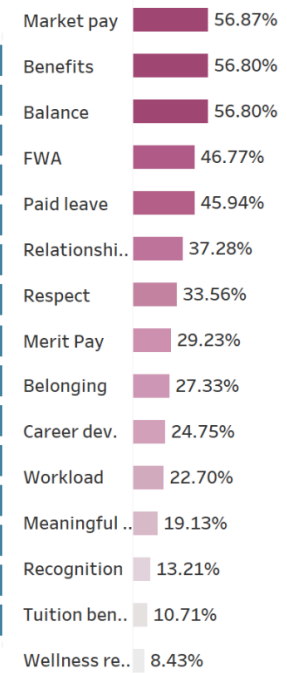
NPS Distribution



Satisfaction Ratings



Top Priority



NPS



2024 Annual Employee Survey: University-wide 2023 vs 2024 Results

Staff Survey 2022	Staff Survey 2023	Staff Survey 2024	2023 vs 2024	2022 vs 2023	2022 vs 2024
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2023 Staff Survey (completed + started)

1,859 Total	1,859 Selected	Employee Type All	School/Unit All
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Tenure at VCU All	Age All	Race All	Hispanic/Lat.. All	LGBTQIA+ All	Salary All
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2024 Staff Survey (completed + started)

1,605 Total	1,605 Selected	Employee Type All	School/Unit All
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Tenure at VCU All	Age All	Race All	Hispanic/Lat.. All	LGBTQIA+ All	Salary All
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