Introduction:

In the Fall of 2013 the Office of Equal Opportunity Programs (EOP) at the University of Virginia (UVa) surveyed University faculty and staff members to determine the level of interest present among that group to establish an employee networking group for veterans of U.S. military service. EOP received more than 100 responses from faculty and staff in the academic units and the medical center. EOP sponsored an initial networking meeting on Veteran’s Day 2013 from which a set of participants volunteered to serve as interim leadership for the networking group.

The advisory group met over the course of several meetings to begin initial strategy sessions. In order to best serve the veteran community it was decided by the ERG leadership that a community survey should be conducted to learn more about the current environment. The survey results to follow are the summary of the data obtained from this process. The advisory group will be reviewing this important feedback from the UVa veteran community in order to establish a successful and sustainable networking group for military veterans on Grounds.

Survey Section 1 – Community Characteristics

For purposes of establishing an effective networking group for U.S. military veterans the following information will be helpful to the interim leadership team in interpreting the results of this UVa veteran community survey.

1. For which area of the University do you work? **Total = 83 Responses**
   - Academic (Includes School of Medicine, Nursing, & HS Library) = 40 (48.19%)
   - Medical Center = 40 (48.19%)
   - University Physicians Group = 0
   - UVa College at Wise = 0
   - Other ___________ = 3 (3.61%) [1 Athletics, 1 Both Academic & Medical, 1 Univ. Building Official’s Office]

2. Please indicate the specific school/unit/department in which you work. (Optional)
   __________________________ = 73 Responses from both Academic and Medical Center Areas. Medical Center and SOM were well represented, followed by Facilities Management.

3. What is your employment category? **Total = 82 Responses**
   - Faculty = 10 (12.2%)
   - Professional Research Staff = 0
   - Staff = 60 (73.17%)
   - Wage/Hourly = 9 (10.98%)
   - Other ___________ = 3 (3.66%) [Manager, Contractor, General A&P Faculty]
4. How long have you worked for the University of Virginia? **Total = 83 Responses**
   - 0-3 Years = 16 (19.28%)
   - 3-6 Years = 9 (10.84%)
   - 6-10 Years = 12 (14.46%)
   - 10-15 Years = 18 (21.69%)
   - 15+ Years = 28 (33.73%)

5. In which branch of the U.S. military did you serve (whether Active, Guard, and/or Reserve)? **Total = 82 Responses**
   - Air Force = 19 (23.17%)
   - Army = 33 (40.24%)
   - Coast Guard = 0
   - Marines = 11 (13.41%)
   - Navy = 19 (23.17%)

6. How long has it been since you left active duty? **Total = 83 Responses**
   - 0-3 Years = 3 (3.61%)
   - 3-6 Years = 4 (4.82%)
   - 6-10 Years = 4 (4.82%)
   - 10-15 Years = 16 (19.28%)
   - 15+ Years = 51 (61.45%)
   - Not Applicable (Still in Reserve or Guard Service) = 5 (6.02%)

7. Are you currently participating in any of the following? **Total = 80 Responses**
   - Active/Drilling Reserve = 3 (3.75%)
   - Active/Drilling National Guard = 1 (1.25%)
   - Individual Ready Reserve (IRR) = 3 (3.75%)
   - Unsure = 0 (0%)
   - Not Applicable = 73 (91.25%)
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Survey Section 2 – Group Purpose

The primary purposes of the UVa Military Veterans Community group are to provide networking opportunities, education and informational resources, support and community building, as well as advocate for the veteran community with University leadership as necessary.

1. Are there any key purposes other than those listed that would be of importance for you? Why? **Total Response = 88, 11 of which had a values listed other than “No” or “Not that I am aware of”**.
   - The need to have the UVA staff and supervisors given information on Soldiers that are returning back to UVA that have PTSD and other disabilities instead of turning a blind eye to them.
   - Support for family members, were it needed, in times of trouble if I were not available.
   - Access to Veterans Hospital.
   - retirement
   - Insuring military benefits to UVA employees who are deployed. This affects all areas of benefits including supplemental pay for lost wages due to the deployment. The lost wages on deployment can be devastating to the deployed employees’ family obligations.
   - Working as a team player, because without a team there would be no organization, time management, and morale.
   - I only 'came out' as a Vietnam-era veteran when I realized that in certain matters, e.g., proposals to the National Science Foundation, University publicity, etc., I was being discriminated against because I am a white male.
   - Support is very valuable in form of transitional support/advice. How we do things, what we say, how long we work, and how we relate are all different, transition is difficult.
   - not sure
   - resource support because i feel that there is nothing for veterans to fall on or get the help they need and support.to many veterans are working with disabilities and they expect the same of you as everybody else

2. With regard to **NETWORKING**, please indicate the types of networking events in which you would be interested to participate. **Total Response = 214 (Respondents could make multiple selections - % is calculated on section)**
   - Monthly Group Meetings = 15 (18.07%)
   - Quarterly Group Meetings = 47 (56.63%)
   - Annual Group Meetings = 21 (25.30%)
   - Meetings Scheduled During Normal Work Hours = 46 (69.7%)
   - Meetings Scheduled Outside of Normal Work Hours = 20 (30.3%)
   - Meetings to Facilitate Mentorship Opportunities = 27 (41.54%)
   - Meetings to Facilitate Professional Development = 35 (53.85%)
   - Other ______________________________ = 3 (4.61%) [Transitional Support Meetings]
3. With regard to EDUCATION/INFORMATIONAL RESOURCES, please indicate the topics that would be of interest, or would have been when you began work at UVa. **Total Response = 264 (Respondents could make multiple selections)**

- Benefits from U.S. Department of Veterans’ Affairs = 54 (20.45%)
- Benefits from the University of Virginia = 51 (19.32%)
- Information on transitioning to employment with the University of Virginia = 16 (6.06%)
- Presentations on topics relevant to the veteran community such as transition assistance, career development, PTSD, Troop Support, Wounded Warrior Program, etc. = 34 (12.88%)
- Charlottesville community resources for veterans = 37 (14.02%)
- Resources for military veteran family and friends = 35 (13.26%)
- UVa career growth opportunities = 35 (13.26%)
- Other ___________________________________= 1 (0.38%)
  - Benefits, resources and opportunity for us Vets that did not do any Active Duty except for training and we received Honorable Discharges but are not recognized in many places as Vets because of the lack of Active Duty time.

4. With regard to SUPPORT/COMMUNITY BUILDING, please indicate the type of community support or community building activities that would be of interest to you. **Total Response = 179 (Respondents could make multiple selections)**

- Support opportunities for family and friends of veterans (Ex. Discussion board, regular support meetings, etc.) = 32 (17.88%)
- Community activities to support local veterans’ groups (Ex. Visiting local Am. Legion or VFW, etc.) = 40 (22.35%)
- Community activities to support active duty troops (Ex. 5K fundraiser, care package building sessions, etc.) = 32 (17.88%)
- Support opportunities for veterans entering the UVa workforce = 41 (22.91%)
- Community activities which connect faculty, staff, and students of the University = 30 (16.76%)
- Other ____________________________ = 4 (2.23%)
  - Support for veterans already at UVA workforce.
  - n/a
  - none
  - Lucheons, Dances, Bowling, BBQs, Fun Day
5. With regard to **ADVOCATING** for the veteran community, please indicate the role you think the UVa Military Veteran Community (UVaMilVets) should serve and the primary topics around which you feel it would be helpful to provide information from the U.S. military veteran community. **Total Response = 138** (Respondents could make multiple selections. Percentages calculated for each section of answer opportunities.)

- **UVaMilVets leadership should be authorized to serve as an advocate for the veteran community with institutional leadership if they solicit community feedback** = 36 (63.15%)
- **UVaMilVets leadership should not be authorized to serve as an advocate for the veteran community with institutional leadership even if they solicit community feedback** = 3 (5.26%)
- **UVaMilVets leadership should be authorized to serve a veteran community advocate ONLY for certain topics to be determined by the overall community** = 18 (31.58%)
- **UVaMilVets should advocate for the veteran community around University Policies and Procedures regarding military service veterans** = 38 (46.91%)
- **UVaMilVets should advocate for the veteran community around University benefits changes that will impact veterans** = 41 (50.62%)
- **Other ________________________________** = 2 (2.47%)
  - UVa Mil Vets should advocate for veteran and military students, current and future
  - N/A

6. If there are any other comments or suggestions you have relating to **NETWORKING**, **EDUCATION/INFORMATIONAL RESOURCES**, **SUPPORT/COMMUNITY BUILDING**, or **ADVOCATING** please include them in the space provided. **Total Response = 6**, 3 of which were n/a or none

- It would help newly employed veterans to be paired with an employed veteran at UVA upon hire, especially within their work area or department. Contact info for outreach.
- If you are an honorably discharged veteran and you come to work at UVa, after you are vested your time served as a veteran should be automatically added to your time not to exceed 10 years. i.e. you served 15 years in the military, after working for UVa for 5 years, 10 years of your military time is automatically added to your time in service at UVa. If you were in the military for 4 years, then 5 years vested at UVa plus 4 years would give you 9 years toward retirement from UVa.

**Survey Section 3 – Current Climate**

In order for UVa Mil Vets to fulfill its mission, we think it is important to gain a better understanding of the current climate for military veterans on Grounds. The next series of questions will help us identify how the University is perceived with regard to military “friendliness” (veterans are welcomed, supported, and respected).

1. Have you identified yourself as a military service veteran to your supervisor(s)? **Total Response = 75**
   - Yes = 68 (90.67%)  
   - No = 6 (8%)  
   - Unsure = 1 (1.33%)

2. Have you identified yourself as a military service veteran to your co-workers and peers? **Total Response = 74**
   - Yes = 67 (90.54%)  
   - No = 4 (5.41%)  
   - Unsure = 3 (4.05%)
3. Have you identified yourself as a military service veteran to the University through human resources? **Total Response = 75**
   - Yes = 50 (66.67%)
   - No = 4 (5.41%)
   - Unsure = 18 (24%)

Please briefly explain why you chose to identify your military service or why you chose not to identify. **Total Response = 56** (Being Proud is mentioned 25 times, Skills developed are job relevant is mentioned 13 times, 4 responses indicate that it was identified to model or influence behaviors for others, 2 didn’t identify because they didn’t want the UVa to get some perk without actually serving veterans, 1 feared a negative outcome for disclosing)

- I identified my military service because it was relevant to the job I was applying for at UVa.
- I am proud of my service.
- Proud of my service. Many times it directly affected my work at UVA
- I am extremely proud of the service I have rendered, thus ensure that everyone knows that I am a veteran.
- My supervisor did because of my deployments to Iraq and he was also proud of my Service, but some in my work area was not.
- Qualifications and pride in wearing the uniform.
- HR asked. Others - it came up in conversation.
- I chose to identify my military service because I am proud to have served honorably and to hopefully gain respect from disrespectful managers, co-workers, and students.
- To relay the leadership experience and environment in which it was gained.
- As explanation for work gap and source of skills.
- Pride.
- Asked on applications and during general conversations with co-workers. I am proud that I served.
- It is relevant to my profession.
- HR asked.
- My Oath of enlistment has no expiration date. I am proud I served my country and bring management and performance skills to my job.
- It came up as a matter of conversation with my Director and others in my Center.
- I chose to identify myself because it is who I am. I have experienced a lot and that has helped me establish certain characteristics.
- Proud to have served my country
- I’m proud if it
- I am very proud of my service in the USMC
- I don’t think anyone would care.
- Pride in my service to this country.
- relevancy...
- I’m proud of my Navy service, and my experiences/training helped me get my current job here.
- It was part of my employment history and I was proud to have served.
- Very proud to have served my country. I would go back now if I could.
- Pride. Confirm my depth of experience in my field
- Proud of my service to the military, I thank military people have a good leadership
- After serving 20 years on active duty I have some disabilities that may impact my job
- Many times this information is used for the benefit of the organization (such as additional funding and federal grant status) not for veteran and service member welfare and respect.
- I am proud to have served.
- I am proud of my service. Also, as faculty, I am seeing more and more students who are veterans. I want them to know they have an advocate in me.
- To make everyone aware of the possibilities of mobilization
- proud to be a Marine
- It appears that the way I carry myself solicits questions of military service hence the OR's knowledge of my service.
- People asked, and brought up in conversations.
- I do not wish to be another instance where UVA gets a government perk on its employees achievements while doing nothing for the employee other than employment. Our military service should not be used to just get more funding from some agency.
- It’s something that I am very proud of.
- potential for deployment and for yearly annual training obligations
- I’m extremely proud of being a retired Marine.
- I identified my military service because work had to know my drill status for scheduling and also to give a little information about myself outside of work.
- Proud of my service and like to talk with others about it.
- Coworkers seen tats and asked
- I am proud of being a navy vet
- Military identification was obtained by application process only. No one has asked or has been concerned regarding my veteran status.
- I am proud of my service; it is a vital part of my professional background that helped develop my skills, talents, and knowledge.
- I only identified as a veteran when I realized that as a white male, I was being discriminated against, by, e.g., University P.R. people.
- It was my life for 20 years, I have served around the world and while I am not specifically defined by the Army but it has influenced all aspects of my life.
- I just do
- I’m proud of my service
- Because I served. Nothing more
- it’s very important to me
- I do not think that I have identified myself through HR because of the 180 hour Vet classification.
- I completed ROTC at college. I was awarded a military scholarship. I completed my service in the Army Reserves for 12 years and then honorable discharged out. All of my active duty was for school or my unit’s annual training.
- I am extremely proud to have served in the U.S. Air Force as a Vietnam era veteran.
- Well I think it is good to let people know who you are and how proud you to be a veteran.
Please indicate your level of agreement with the following statements. **Total Response = 73/74 (on two questions)**

4. I feel that the University of Virginia welcomes military service veterans as faculty and staff members.
   - Strongly Agree = 9 (12.33%)
   - Agree = 29 (39.73%)
   - Unsure = 30 (41.1%)
   - Disagree = 5 (6.85%)
   - Strongly Disagree = 0 (0%)

5. I feel that my military service is valued by those with whom I work most closely.
   - Strongly Agree = 13 (17.57%)
   - Agree = 29 (39.19%)
   - Unsure = 22 (29.73%)
   - Disagree = 6 (8.11%)
   - Strongly Disagree = 4 (5.41%)

6. My direct supervisor is knowledgeable about unique employment policies related to my military service.
   - Strongly Agree = 4 (5.48%)
   - Agree = 12 (16.44%)
   - Unsure = 38 (52.05%)
   - Disagree = 14 (19.18%)
   - Strongly Disagree = 5 (6.85%)

7. My human resources contact is knowledgeable about unique employment policies related to my military service.
   - Strongly Agree = 2 (2.74%)
   - Agree = 10 (13.7%)
   - Unsure = 47 (64.38%)
   - Disagree = 8 (10.96%)
   - Strongly Disagree = 6 (8.22%)

8. UVa does a good job of recruiting military service veterans to become faculty and staff members.
   - Strongly Agree = 0 (0%)
   - Agree = 6 (8.22%)
   - Unsure = 52 (71.23%)
   - Disagree = 12 (16.44%)
   - Strongly Disagree = 3 (4.11%)
9. I believe that five years from now I will be working for UVa.
   Strongly Agree = 12 (16.44%)
   Agree = 31 (42.47%)
   Unsure = 23 (31.51%)
   Disagree = 3 (4.11%)
   Strongly Disagree = 4 (5.48%)

10. How I was treated based on my military service was important to my decision to work for the University.
    Strongly Agree = 3 (4.11%)
    Agree = 13 (17.81%)
    Unsure = 21 (28.77%)
    Disagree = 27 (36.99%)
    Strongly Disagree = 9 (12.33%)

11. How I am treated based on my military service is important to my continuing in employment with the University.
    Strongly Agree = 5 (6.88%)
    Agree = 27 (36.99%)
    Unsure = 17 (23.29%)
    Disagree = 18 (24.66%)
    Strongly Disagree = 6 (8.22%)

12. I would recommend working for the University to other military veterans I know.
    Strongly Agree = 22 (29.73%)
    Agree = 32 (43.24%)
    Unsure = 15 (20.27%)
    Disagree = 4 (5.41%)
    Strongly Disagree = 1 (1.35%)

Are there any other items related to your military service and the University that are important to you? If so, please provide a brief description. **Total Response = 12**
- I don't believe UVA actively looks at recruiting veterans with specific skill sets that can be utilized especially within the craft positions.
- It is important to know that previous managers were opposed to my military leadership style.
- Making sure that supervisors are aware of USSERA
- No
- Discounts (or scholarships) for online courses. Discounts at Cavalier Computers.
- Leadership, team work, and always following through in the work environment (the job isn't done till everyone has completed their task).
- Yes, I had excellent management and leadership training and experience courtesy of the USAF. At the University there is always some administrator whose job it is to stifle any leadership you might show and to take credit if you do somehow manage to accomplish something.
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- UVA is not defined by the local veterans as military friendly. I have lived in the area since 2008 and never heard of anything done by UVA as mil-friendly. UVA could be a role model for other school to immolate in veteran friendliness for employment and students, if power and authorities would support it.
- none
- Yes, Recognize All Vets for whatever they did in our armed services. Find a way to accept us all.
- I was an Independent Duty Corpsman in the Navy and I am not able to utilize my military experience and leadership skills as an E6.

Survey Section 4 – Group Structure

1. Please indicate which categories should be invited to participate in the UVa Military Veteran Community group. Total Response = 70
   - UVA Faculty and Staff ONLY = 10 (14.29%)
   - UVA Faculty, Staff, and Students ONLY = 19 (27.14%)
   - UVA Faculty, Staff, Students, Family and Friends of UVa service veterans ONLY = 13 (18.57%)
   - UVA Faculty, Staff, Students, Family and Friends, and Charlottesville community service veterans = 28 (40%)

2. Should the UVa Military Veteran Community group hold elections for leadership positions? Total Response = 72
   - Yes, on an annual basis = 9 (12.5%)
   - Yes, every two years = 22 (30.56%)
   - No, all who volunteer should serve as an advisory board = 15 (20.83%)
   - No Opinion = 26 (36.11%)

3. Please indicate the amount of time you imagine yourself to be willing and able to commit to participating in the UVa Military Veteran Community group. Total Response = 68
   - 1-2 Hours Annually = 12 (17.65%)
   - 3-5 Hours Annually = 20 (29.41%)
   - 6-10 Hours Annually = 15 (22.06%)
   - More than 10 Hours Annually = 21 (30.88%)
Comments

If there are any additional comments that you would like to make regarding the establishment of a U.S. military veterans’ community group at UVa please include them in the space provided. **Total Response = 17**

- I think the UVA staff and Supervisor's need to be trained on how to help Soldiers who returned from the battlefield with PTSD or with other injuries, they seem to push them to the side or into an office away from other people so no one can see them or be near them.
- Take advantage of the opportunity to properly inform all military veterans at UVA frequently and accurately.
- It is important not to stratify this group. Elections tend to polarize and we need to avoid this. An equal board of advisors could be established with equal representation by department or equivalency. Let the principle of subsidiarity apply to that selection process, but surveys and general meetings are key.
- Please provide a meeting location that will allow medical center employees to attend and return back to work at a reasonable time if during work hours.
- I believe that a small monetary addition in pay would help recruit more veterans.
- no
- The University should make use of the experience of veteran’ leadership ability rather than marginalizing it. Support (continuation of benefits, salary support, job responsibilities on return from deployment) should be provided for staff who are activated for service. Returning troops should not have to look to the ESGR to retain what is specified in Federal regulations.
- I think it is important that any veterans' group be prepared to reach out to students. The newly returning veterans need help making the transition to the classroom as well as the workforce.
- I think this is a GREAT idea
- n/a
- Every veteran I have spoken to is unwilling to allow their service to this country to be used as a PR stunt or government solely perk for the University
- Sometimes I just want to talk to someone of my kind, and my coworkers are not vets so I hope there are meetings
- Staff, faculty, and students at first. Then certain events could include outside members. The school should hire a liaison and then the advisor board would pass things through the liaison to the designated VP or even the President, if needed and ideally.
- none
- I think some of the events should exclude the Charlottesville Community but not all of them.
- As a female veteran, it would be amazing (and wonderful) if I could connect with other female vets here at UVa or in the Charlottesville community. I would also be happy to volunteer/serve in any capacity you may need me.

If there are questions about the information you have provided, would you be willing to be contacted for additional information? **Total Response = 18 People were willing to be contacted for more information**