|--|--|

Life Outside the University						
To what extent are the following a	Not at				A great	Not
source of stress for you?	all	A little		ome	deal	applicable
Finances and/or debt	0	0	(	)	0	0
Concern about your own health	0	0	(	)	0	0
Child care	0	0	(	)	0	0
Care of someone who is ill, disabled, or agin	g O	0	(	$\supset$	0	0
Concern about the security of your position a Cornell	at O	0	(	)	0	0
How much do you agree or disagree with the following statements?	Strongly <b>dis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
The university provides support to help staff balance work and personal responsibilities	f O	0	0	0	0	0
<b>My supervisor</b> provides support to help staff balance work and personal responsibilities	f O	0	0	0	0	0
I can easily find reliable information concernithe policies and benefits that apply to me	ng O	0	0	0	0	0
The university's benefit programs (health, retirement, etc.) meet my needs	0	0	0	0	0	0
About You						
Do you have supervisory responsibilities (example)  I do not directly supervise 5 supervise employees fewer employees	or	student emplored to 10 emplored to 1	ervise	I directly	y supervise <b>r</b> 10 employe	
A disability is a condition that limits a majo diabetes, cancer, depression, and alcoholi have a disability?				n this de		
Are you a veteran of the U.S. military/arme	ed forces?	Yes	○ No			
What best describes your gender identity?  Woman Man	,	hat apply) gender		ender identi e specifv:	ty Prefer disc	
What is your sound arientation?		<i></i>				,
What is your sexual orientation? (Mark all the Heterosexual Gay, lesbian or or straight bisexual		An stioning	Please	al orientations specify:	Prefer discl	ose
	(	)		)		)
Are you Hispanic or Latino?		O Yes	○ No			
Regardless of your answer to the previous groups in which you consider yourself to be	e a memb	er:	eck one d	or more o	f the follow	ving
American Indian or Alaska Native Asian  O		or African erican O	Native Ha Other Pacit		Wr	nite )
Thank you for completing	a the C	ornell En	nlovee	Survey	/1	
Thank you for completing	ig the C	emen En	ipioyee	- Survey		

Please use the envelope provided to return your survey and any comments to: Cornell Employee Survey, 391 Pine Tree Road, Rm. 118, Ithaca, NY 14850

## **Cornell Employee Survey**

## **Marking Directions**

	Your res	ponses wi	II be read	by an c	ptical	mark re	eader. F	lease,
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- Use a black or blue pen.
- Fill in circles completely, like this: Not like this: ♥ Or this: ●
- If you mark the wrong circle by mistake, put an X through it and fill in the correct answer, like this:
- Mark only one response for each question unless other instructions are given.

You may leave blank any questions you do not wish to answer. Results from the Employee Survey

•	ed in any form that would i					ipioyee ou	ii v C y
Your Job							
Overall, how satisfie	ed are you with your job at	t Cornell?	)				
Very dissatisfied	Somewhat dissatisfied	Neither sa			ewhat sfied		Very itisfied
O	O		donou	(	)		0
How much do you with the following	agree or disagree statements?	Strongly <b>dis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	No applic
My work is interest	ing	0	0	0	0	0	
My workload is ma	nageable	0	0	0	0	0	C
I have enough time	e to do high-quality work	0	0	0	0	0	C
Workloads are dist department or unit	ributed fairly within my	0	0	0	0	0	C
I do work beyond w	what is expected in my job	0	0	0	0	0	
My current title and describe the work I	l job description accuratel do	y O	0	0	0	0	C
My training has add the work I am expe	equately prepared me for ected to do	0	0	0	0	0	C
My department or uprocesses for doing		0	0	0	0	0	C
I have the equipme my job effectively	ent and tools I need to do	0	0	0	0	0	
Overall, my physica satisfactory	al working conditions are	0	0	0	0	0	C
	al compensation (pay, ronment, etc.), I am r for the work I do	0	0	0	0	0	C
I would recommend to work	d Cornell as a good place	0	0	0	0	0	C
To what extent doe doing your job?	es completing unnecessar	y bureaud	cratic tasks	s (e.g. "red	d tape") g	et in the w	ay of
Not at all	A little	Some		Quite a b	oit	A great o	leal



## **Career Development** Strongly How much do you agree or disagree Strongly Not **Dis**agree Neutral Agree **dis**agree agree applicable with the following statements? My performance reviews are 0 0 0 0 0 0 conducted on a regular basis My performance reviews provide me with 0 0 0 0 0 0 useful feedback on my work I have regular opportunities to provide 0 0 0 0 0 0 feedback about my supervisor's performance My supervisor supports me in pursuing learning 0 0 0 0 0 and professional development opportunities My department or unit is doing a good job 0 0 0 0 0 0 of retaining its most talented employees I am satisfied with my opportunities for 0 0 0 0 0 0 promotion within Cornell If I had an opportunity to get a similar job 0 0 0 0 0 0 outside Cornell, I would stay with Cornell **Respect & Fairness** How much do you agree or disagree Not Strongly Strongly **Dis**agree Neutral Agree with the following statements? **dis**agree agree applicable 0 0 0 0 0 0 Staff are treated with respect at Cornell My supervisor treats me with respect $\circ$ 0 0 0 0 0 Cornell does a good job of recognizing the 0 0 0 0 0 0 contributions of staff I am satisfied with my involvement in 0 0 0 0 0 0 decisions that affect my work Within my department or unit, workforce 0 0 0 0 0 0 policies are usually administered fairly and consistently Across departments or units at Cornell, workforce policies are usually administered 0 0 0 0 0 0 fairly and consistently I am treated fairly at Cornell without regard to my race, ethnic background, gender, 0 0 0 0 0 0 religion, disability or sexual orientation Offensive behaviors (i.e., discrimination, sexual harassment, insensitive remarks, etc.) 0 0 0 0 0 0 are not tolerated in my department or unit Cornell makes a strong effort to attract 0 0 0 0 0 0 employees from diverse backgrounds O O O O O 0 I feel like I belong at Cornell

Lead	ersh	& ai	Dire	ection

In the following questions "university leadership" refers to Cornell's **president** and **vice presidents** as well as the **provost** and **his direct reports.** 

•						
How much do you agree or disagree with the following statements?	Strongly <b>dis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
University leadership has a clear vision for the future of the university	0	0	0	0	0	0
University leadership is interested in hearing the ideas and opinions of staff members	0	0	0	0	0	0
I have a clear understanding of the strategic goals and objectives of Cornell as a whole	0	0	0	0	0	0
I understand how the work I do contributes to the strategic goals and objectives of the university	0	0	0	0	0	0
I hear about university plans via rumors rathe than through official university channels	er O	0	0	0	0	0
I trust the communications I receive from university leadership	0	0	0	0	0	0
I trust the communications I receive from sen leadership in my college, division, or unit	oior O	0	0	0	0	0
I trust the communications I receive from my supervisor	0	0	0	0	0	0
Senior leadership in my college, division, or upromotes a diverse and inclusive environmen		0	0	0	0	0
The Employee Assembly represents my interests	0	0	0	0	0	0
Overall, I think Cornell is moving in a positive direction	, 0	0	0	0	0	0

How much do you agree or disagree with the following statements about the impact of on-going organizational changes and transitions at Cornell?

Organizational changes and transitions:	Strongly <b>dis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
Have had a positive impact on the work I do	0	0	0	0	0	0
Have created new opportunities for me	0	0	0	0	0	0
Have increased the amount of "red tape" I deal with	0	0	0	0	0	0
Have helped the university spend money mo wisely	re 🔘	0	0	0	0	0