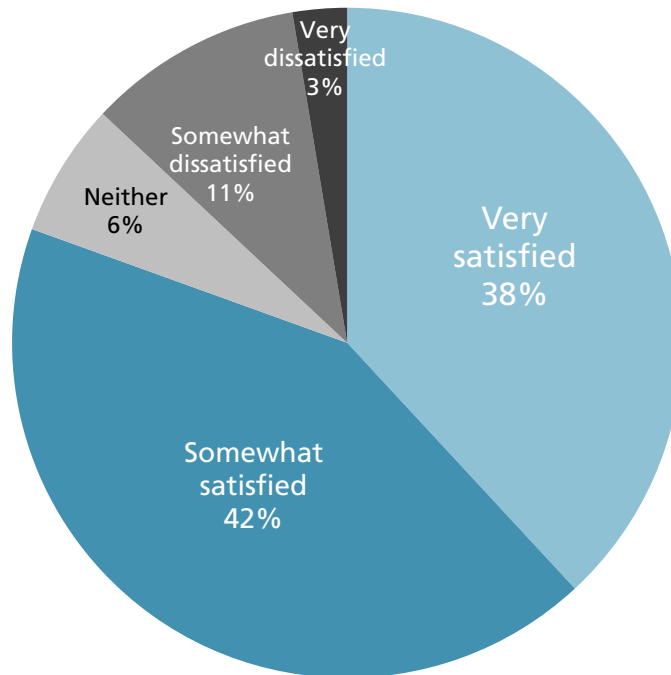


About the 2016 Employee Survey

The first Cornell Employee Survey in 2011 was a response to a resolution from the Employee Assembly calling for a study to better understand staff engagement. This second administration of the survey was administered from October 6 to November 28, 2016 to nonacademic staff and librarians. Sixty-eight percent of invited employees responded to the survey, with 4309 surveys submitted over the web and 523 surveys submitted on paper. The survey had 62 multiple-choice questions and one open-ended item. The median completion time for the web-based survey was about 9 minutes.

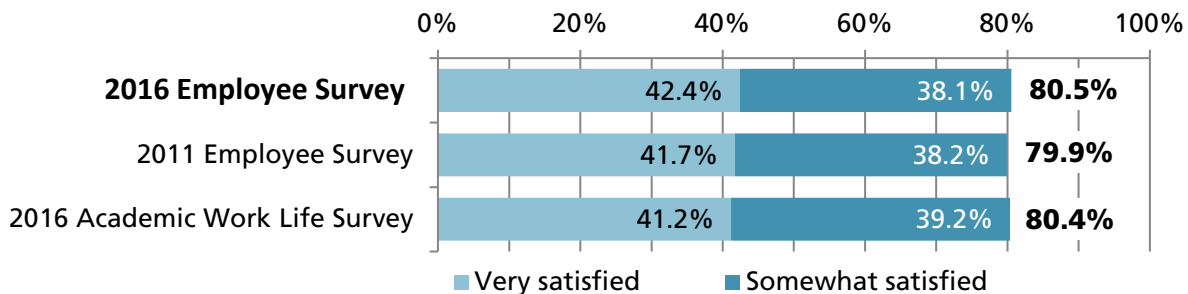
Overall Satisfaction

Overall, how satisfied are you with your job at Cornell?



The percentage of Cornell employees who are satisfied has been quite consistent at about 80%.

- 81% of Employee Survey respondents were at least somewhat satisfied with their jobs in 2016
- 80% of Employee Survey respondents were at least somewhat satisfied with their jobs in 2011
- 80% of academics responding to the Academic Work Life Survey were similarly satisfied

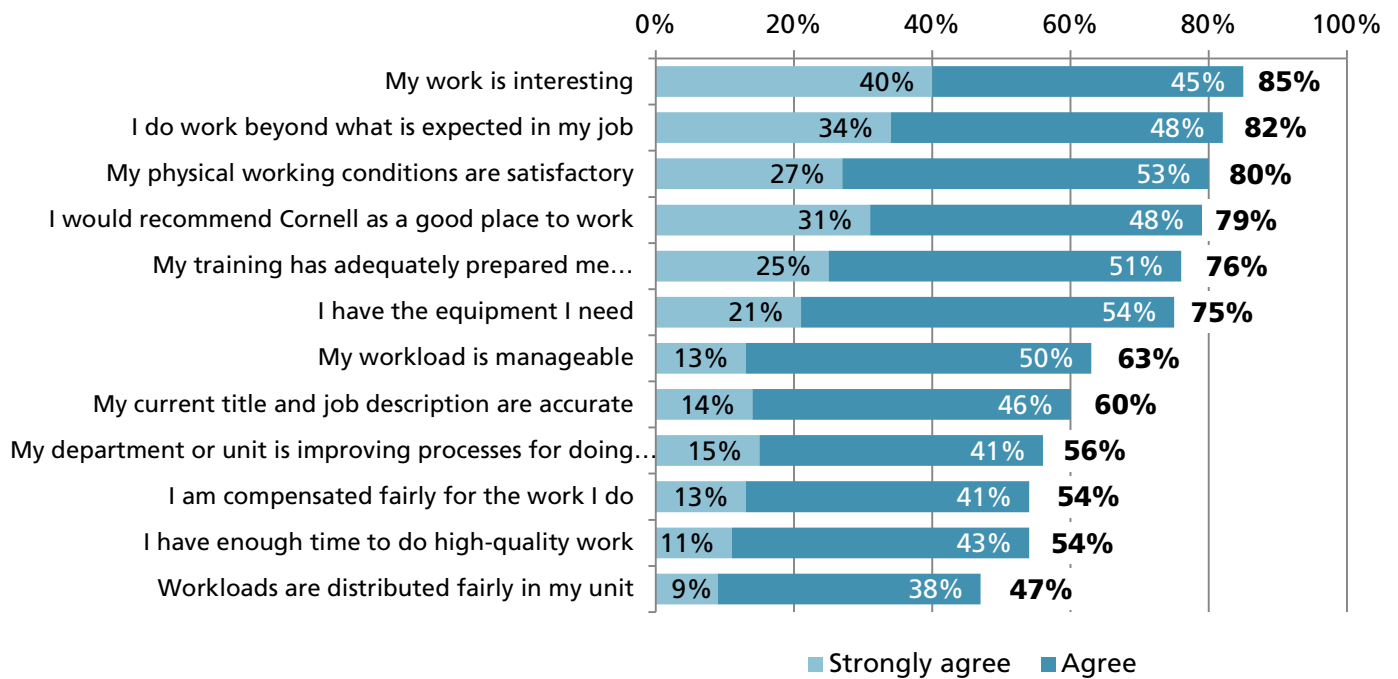


Note: The 2011 Employee Survey included academic professionals. The 2016 Employee Survey included librarians, but other academics were included in 2016 Academic Work Life Survey and not the 2016 Employee Survey.

Your Job

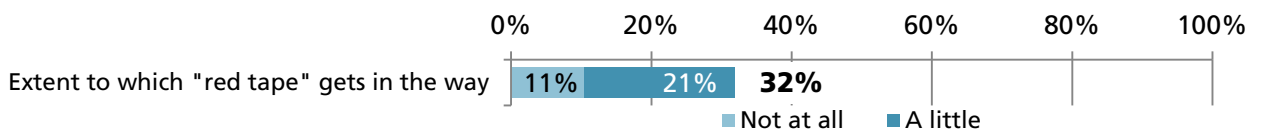
How much do you agree or disagree with the following statements?

("Not applicable" responses excluded.)



Red Tape

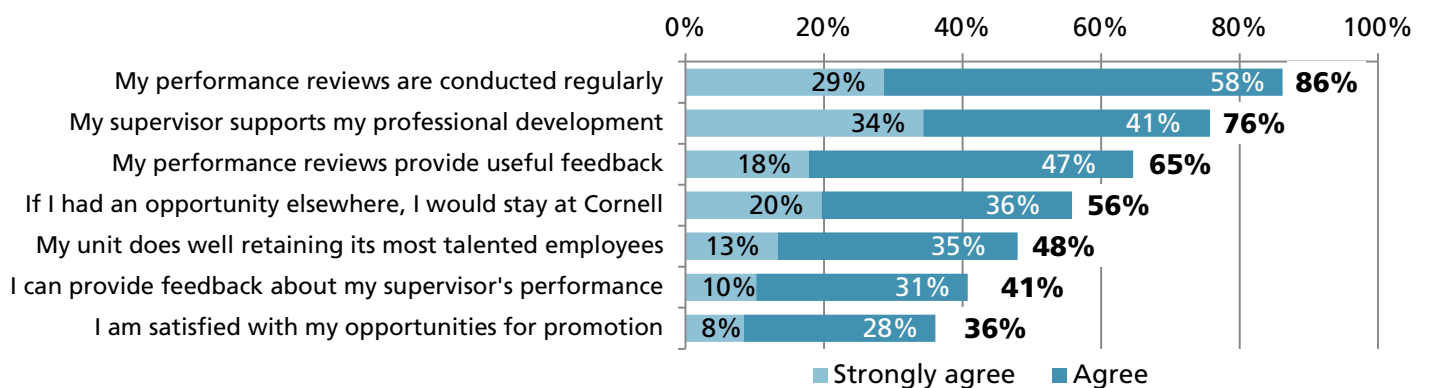
To what extent does completing unnecessary bureaucratic tasks (e.g. "red tape") get in the way of doing your job?



Career Development

How much do you agree or disagree with the following statements?

("Not applicable" responses excluded.)

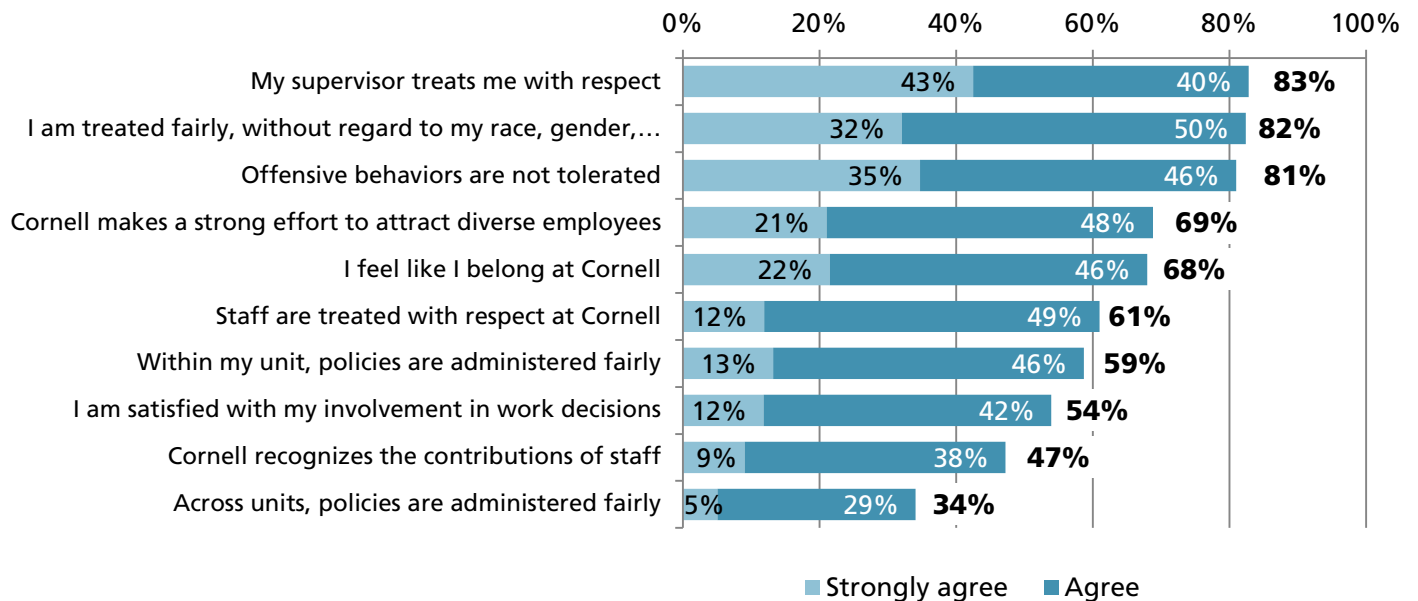


Note: Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please <http://irp.dpb.cornell.edu/wp-content/uploads/2017/02/CUEmployee16-FINAL.pdf>

Respect & Fairness

How much do you agree or disagree with the following statements?

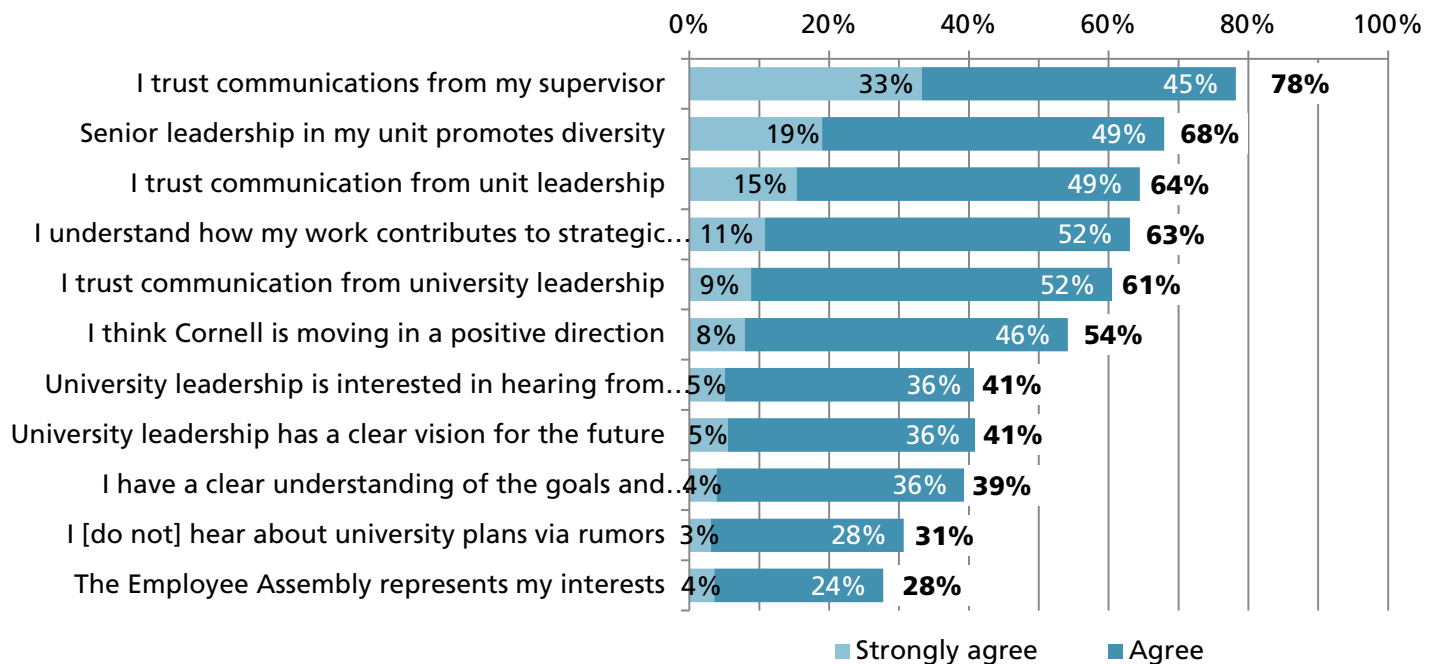
("Not applicable" responses excluded.)



Leadership & Direction

How much do you agree or disagree with the following statements?

("Not applicable" responses excluded.)

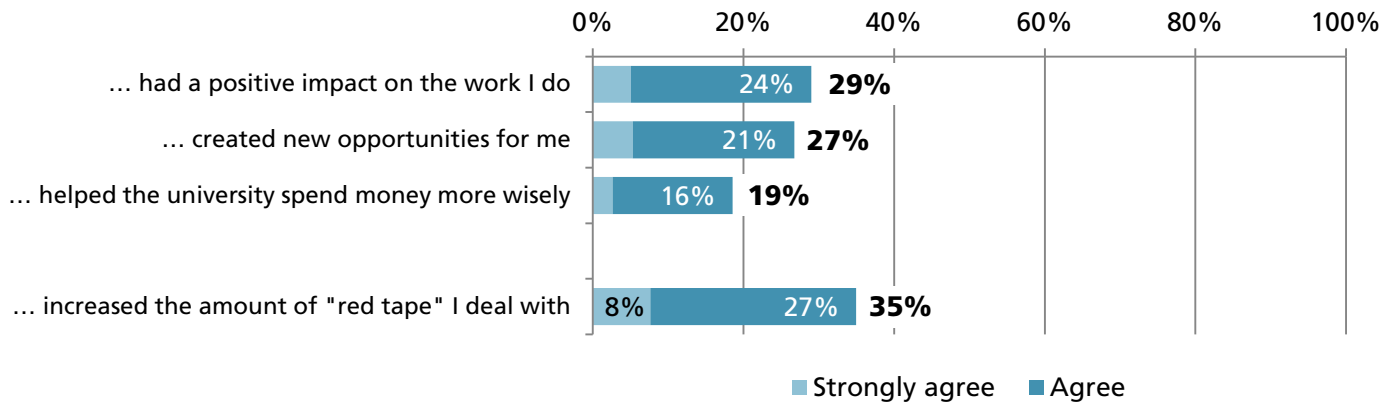


Note: Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please <http://irp.dpb.cornell.edu/wp-content/uploads/2017/02/CUEmployee16-FINAL.pdf>

Recent organizational changes have...

How much do you agree or disagree with the following statements?

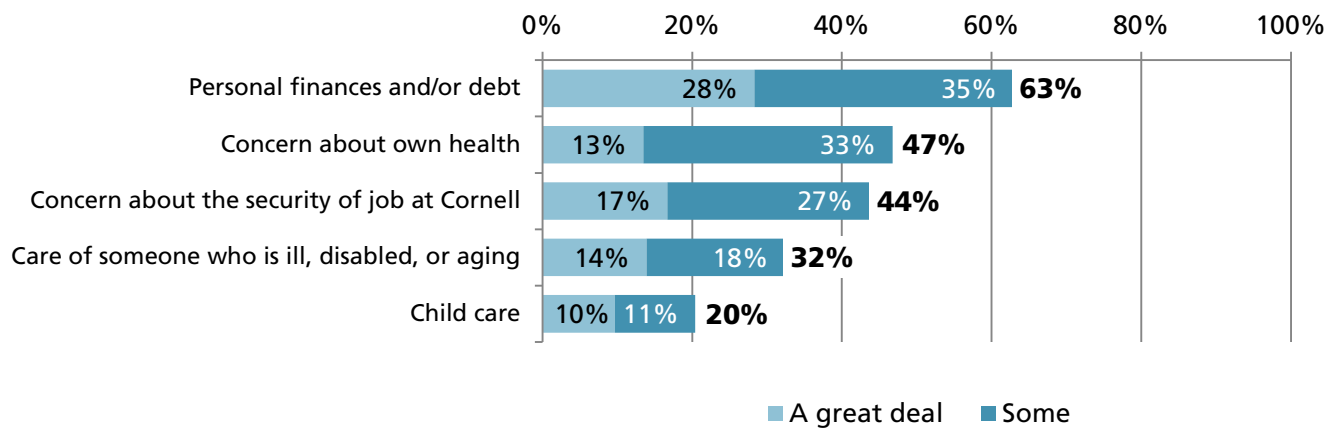
("Not applicable" responses excluded.)



Life Outside the University

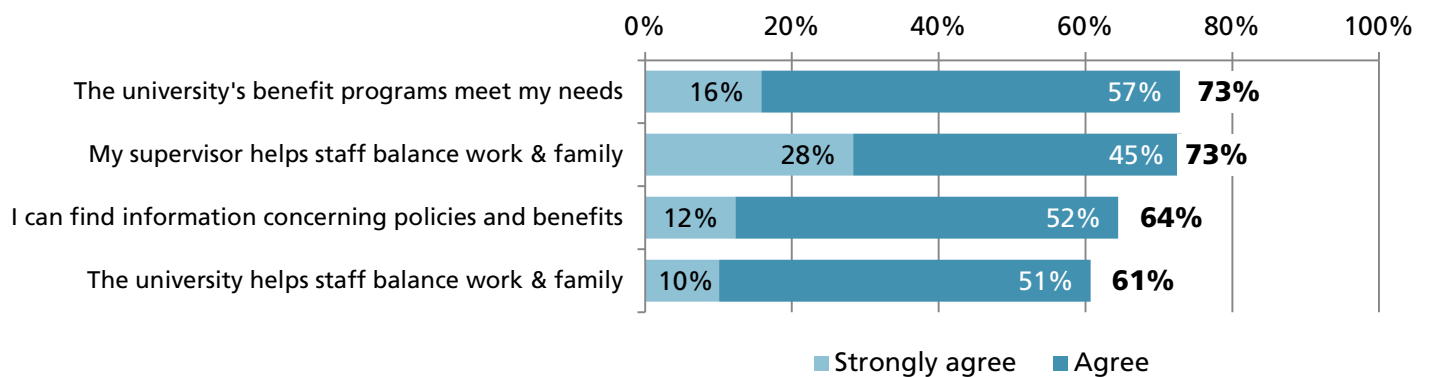
To what extent are the following sources of stress for you?

("Not applicable" responses included in denominator.)



How much do you agree or disagree with the following statements?

("Not applicable" responses excluded.)



Note: Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please <http://irp.dpb.cornell.edu/wp-content/uploads/2017/02/CUEmployee16-FINAL.pdf>

Comparison of 2016 Employee Survey with 2011 Employee Survey

	2016	2011
Total number of survey respondents.	4,823	5,870
Response rates for individual survey items may vary.		

Overall Satisfaction

Percent of employees responding "somewhat satisfied" or "very satisfied." Excludes responses of "not applicable."

	2016	2011	2011-2016
Overall, how satisfied are you with your job at Cornell?	81%	80%	+0.7

Your Job

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
My work is interesting	85%	87%	-2.3
I do work beyond what is expected in my job	82%	83%	-0.9
Overall, my physical working conditions are satisfactory	80%	82%	-1.5
I would recommend Cornell as a good place to work	79%	79%	-0.4
My training has adequately prepared me for the work I am expected to do	76%	78%	-2.3
I have the equipment and tools I need to do my job effectively	74%	75%	-0.7
My workload is manageable	62%	63%	-0.9
My current title and job description accurately describe the work I do	60%	61%	-0.3
Considering my total compensation, I am compensated fairly for the work I do	55%	56%	-1.3
I have enough time to do high-quality work	54%	56%	-1.7
Workloads are distributed fairly within my department or unit	47%	50%	-2.6

Career Development

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
My performance reviews are conducted on a regular basis	86%	85%	+1.6
My supervisor supports me in pursuing learning and professional development opportunities	76%	74%	+1.9
My performance reviews provide me with useful feedback on my work	65%	67%	-2.0
If I had an opportunity to get a similar job outside Cornell, I would stay with Cornell	56%	56%	-0.1
My department or unit is doing a good job of retaining its most talented employees	48%	49%	-1.0
I have regular opportunities to provide feedback about my supervisor's performance	41%	35%	+5.5
I am satisfied with my opportunities for promotion within Cornell	36%	37%	-1.0

Respect & Fairness

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
My supervisor treats me with respect	83%	83%	-0.3
I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation	82%	86%	-3.6
Cornell makes a strong effort to attract employees from diverse backgrounds	69%	70%	-1.4
Staff are treated with respect at Cornell	61%	62%	-0.9
Within my department or unit, workforce policies are usually administered fairly and consistently	59%	60%	-1.4
I am satisfied with my involvement in decisions that affect my work	54%	55%	-1.0
Cornell does a good job of recognizing the contributions of staff	47%	49%	-1.9
Across departments or units at Cornell, workforce policies are usually administered fairly and consistently	34%	36%	-1.7

Leadership & Direction

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
I trust the communications I receive from my supervisor	78%	77%	+0.8
I understand how the work I do contributes to the strategic goals and objectives of the university	63%	66%	-3.0
I trust the communications I receive from university leadership	60%	60%	+0.9
Overall, I think Cornell is moving in a positive direction	54%	61%	-6.5
University leadership is interested in hearing the ideas and opinions of staff members	41%	45%	-3.7
University leadership has a clear vision for the future of the university	41%	51%	-10.1
I have a clear understanding of the strategic goals and objectives of Cornell as a whole	39%	50%	-10.3
I [do not] hear about university plans via rumors rather than through official university channels	31%	40%	-9.7

Recent Organizational Changes

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
Have had a positive impact on the work I do	75%	70%	+5.0
Have helped the university spend money more wisely	75%	81%	-6.6
Have created new opportunities for me	65%	59%	+5.5
Have [not] increased the amount of "red tape" I deal with	65%	67%	-2.3

Life Outside the University: Sources of Stress

Percent of employees responding "Not at all," "a little," or "not applicable."

	2016	2011	2011-2016
Child care	80%	82%	-2.0
Care of someone who is ill, disabled or aging	68%	71%	-3.5
Concern about the security of your position at Cornell	56%	46%	+10.6
Concern about your own health	53%	55%	-1.7
Finances and/or debt	37%	36%	+1.3

Life Outside the University: Policies

Percent of employees responding "agree" or "strongly agree." Excludes responses of "not applicable."

	2016	2011	2011-2016
My supervisor provides support to help staff balance work and personal responsibilities	73%	69%	+4.3
The university's benefit programs (health, retirement, etc.) meet my needs	73%	71%	+2.0
I can easily find reliable information concerning the policies and benefits that apply to me	64%	67%	-2.2
The university provides support to help staff balance work and personal responsibilities	61%	62%	-1.2