

### Life Outside the University To what extent are the following a Not Not A great source of stress for you? at all A little Some deal applicable 0 0 0 Finances and/or debt 0 0 0 0 0 0 0 Concern about your own health Child care 0 0 0 0 0 Care of someone who is ill, disabled, or aging $\circ$ $\circ$ $\bigcirc$ $\circ$ $\bigcirc$ Concern about the security of your 0 0 0 O 0 position at Cornell How much do you agree or disagree with Strongly Not Strongly the following statements? disagree Disagree Neutral Agree agree applicable The university provides support to help staff 0 0 0 0 0 0 balance work and personal responsibilities My supervisor provides support to help staff 0 0 0 0 0 0 balance work and personal responsibilities I can easily find reliable information concerning 0 0 0 0 0 0 the policies and benefits that apply to me The university's benefit programs (health, 0 0 0 0 0 0 retirement, etc.) meet my needs **About You** Do you have supervisory responsibilities (excluding student employees)? I directly supervise I do not directly I directly supervise I directly supervise more supervise employees **5 or fewer** employees 6 to 10 employees than 10 employees 0 0 0 0 Do you have a disability? O Yes O No O Male What is your gender? O Female O Transgender/gender-variant What is your sexual orientation? Straight/ Gay, lesbian Not heterosexual or bisexual Questioning specified $\bigcirc$ $\circ$ $\bigcirc$ 0 O Yes O No Are you Hispanic or Latino? Regardless of your answer to the previous question, please check one or more of the following groups in which you consider yourself to be a member: American Indian Black or Native Hawaiian or or Alaskan Native Other Pacific Islander White Asian African American 0 $\circ$ 0 0 0 Thank you for completing the Cornell Employee 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 responses will be read by an optical mark reader. Please,

- 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 will never be reported in any form that would identify you as an individual.

Your Job								
How many years have	e you worked at Cor	nell?						
Less than a year	1 to 5 years	6 to 10 year		11 to 20 years		1 years or mo	re	
How long have you be	een in your current <sub>l</sub>	position	at Corne	II?				
Less than a year	1 to 5 years	6 to 10 yea		11 to 20 years		1 years or mo	re	
Overall, how satisfied	l are you with your j	ob at Co	rnell?					
Very dissatisfied	Somewhat dissatisfied	Neither sa nor dissa		Somewhat satisfied		Very satisfied		
How much do you ag the following statem	•		Strongly <b>lis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
My work is interesting	g		0	0	0	0	0	0
My workload is manageable			0	0	0	0	0	0
I have enough time to do high-quality work			0	0	0	0	0	0
Workloads are distrib department or unit	•		0	0	0	0	0	0
I do work beyond wha	at is expected in my jo	ob	0	0	0	0	0	0
My current title and jo describe the work I		tely	0	0	0	0	0	0
My training has adeque work I am expected		or the	0	0	0	0	0	0
I have the equipment job effectively	and tools I need to d	o my	0	0	0	0	0	0
Overall, my physical v satisfactory	working conditions ar	e e	0	0	0	0	0	0
Considering my total work environment, for the work I do	compensation (pay, l , etc.), l am compensa		′ O	0	0	0	0	0
Lwould recommend	Cornell as a good place	o to work		$\circ$	$\circ$	$\circ$	$\circ$	



If I had an opportunity to get a similar job outside

Cornell, I would stay with Cornell

#### **Career Development** How much do you agree or disagree with Strongly Strongly Not the following statements? disagree Disagree Neutral Agree agree applicable My performance reviews are conducted on a regular basis My performance reviews provide me with useful feedback on my work My supervisor fairly evaluates my work performance O I have regular opportunities to provide feedback about my supervisor's performance My supervisor supports me in pursuing learning and professional development opportunities My department or unit is doing a good job of retaining its most talented employees I am satisfied with my opportunities for promotion within Cornell

#### Respect & Fairness How much do you agree or disagree with Not Strongly Strongly the following statements? disagree Disagree Neutral applicable Agree agree Staff are treated with respect at Cornell My supervisor treats me with respect Cornell does a good job of recognizing the contributions of staff I am satisfied with my involvement in decisions that affect my work Within my department or unit, workforce policies are usually administered fairly and consistently Across departments or units at Cornell, workforce policies are usually administered fairly and consistently I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation Cornell makes a strong effort to attract employees from diverse backgrounds

### Questions? Contact Institutional Research & Planning, 607.255.7540

### **Leadership & Direction**

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

the felloudies statements?	Strongly di <b>s</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
I have confidence in the decisions made by senior administration	0	0	0	0	0	0
Senior administration has a clear vision for the future of the university	0	0	0	0	0	0
Senior administration 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 rather than through official university channels	0	0	0	0	0	0
I trust the communications I receive from senior administration	0	0	0	0	0	0
I trust the communications I receive from my supervisor	0	0	0	0	0	0
Overall, I think Cornell is moving in a positive direction	0	0	0	0	0	0

Over the last two to three years Cornell has undergone significant re-examination and restructuring. How much do you agree or disagree with the following statements about the impact of recent organizational changes?

Recent organizational changes have:	Strongly <b>dis</b> agree	<b>Dis</b> agree	Neutral	Agree	Strongly agree	Not applicable
Been administered fairly with all levels of the university sharing the impact	0	0	0	0	0	0
Resulted in positive changes for my department or unit	0	0	0	0	0	0
Helped the university spend money more wisely	0	0	0	0	0	0
Increased the amount of "red tape" I deal with	0	0	0	0	0	0
Created new opportunities for me	0	0	0	0	0	0
Had a negative impact on me	0	0	0	0	0	0