



Cornell University
Division of Planning and Budget

Institutional Research and Planning
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2011 Cornell Employee Survey

The Cornell Employee Survey asked employees' perspective on their work experiences and the ways the university operates. More specifically, the survey asked about employees' jobs, career development, respect and fairness, leadership and direction, and life outside of Cornell.

The survey was administered via the web and by paper from October 25 to November 18, 2011. A total of 5,647 employees participated, yielding a 70% response rate. Complete overall results of the 2011 Cornell Employee Survey are displayed in the tables that follow.

	% reporting				
	Less than a year	1 to 5 years	6 to 10 years	11 to 20 years	21 years or more
How many years have you worked at Cornell?	4.3	23.4	21.2	25.5	25.6
How long have you been in your current position at Cornell?	10.5	41.6	22.0	18.0	7.9

	% reporting				
	Very dissatisfied	Somewhat dissatisfied	satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
Overall, how satisfied are you with your job at Cornell?	2.9	10.6	6.6	41.7	38.2

How much do you agree or disagree with the following statements?	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My work is interesting	0.8	3.0	8.9	42.0	45.2	0.1
My work is manageable	3.9	15.3	17.4	48.5	14.7	0.1
I have enough time to do high-quality work	5.0	19.7	19.4	42.9	12.8	0.2
Workloads are distributed fairly within my department or unit	6.7	19.1	22.0	36.7	10.7	4.8
I do work beyond what is expected in my job	0.9	3.0	12.9	46.8	35.4	1.0
My current title and job description accurately describe the work I do	5.7	16.2	17.3	44.1	16.3	0.3
My training has adequately prepared me for the work I am expected to do	1.4	6.6	13.6	49.5	27.8	1.2
I have the equipment and tools I need to do my job effectively	1.9	9.3	13.6	51.3	23.5	0.3
Overall, my physical working conditions are satisfactory	2.0	6.2	10.1	52.5	29.0	0.3
Considering my total compensation (pay, benefits, work environment, etc.), I am compensated fairly for the work I do	5.7	17.8	20.3	42.2	13.8	0.2
I would recommend Cornell as a good place to work	1.4	3.6	15.6	45.4	33.8	0.1

How much do you agree or disagree with the following statements?	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My performance reviews are conducted on a regular basis	1.8	5.5	7.4	55.5	26.0	3.7
My performance reviews provide me with useful feedback on my work	3.1	9.4	19.4	46.1	17.6	4.3
My supervisor fairly evaluates my work performance	2.4	6.2	14.6	46.6	26.2	3.9
I have regular opportunities to provide feedback about my supervisor's performance	15.1	25.9	20.3	23.5	9.8	5.4
My supervisor supports me in pursuing learning and professional development opportunities	3.4	6.6	15.6	41.0	31.1	2.4
My department or unit is doing a good job of retaining its most talented employees	7.3	15.3	26.8	34.9	12.6	3.1
I am satisfied with my opportunities for promotion within Cornell	11.0	20.5	28.5	27.2	8.1	4.8
If I had an opportunity to get a similar job outside Cornell, I would stay with Cornell	4.2	9.9	29.4	35.5	19.5	1.4

How much do you agree or disagree with the following statements?	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
Staff are treated with respect at Cornell	3.1	11.1	23.9	48.7	12.8	0.4
My supervisor treats me with respect	2.2	4.6	10.0	41.5	41.3	0.4
Cornell does a good job of recognizing the contributions of staff	4.6	16.5	29.4	39.1	9.5	0.9
I am satisfied with my involvement in decisions that affect my work	5.7	16.0	23.2	41.6	12.9	0.7
Within my department or unit , workforce policies are usually administered fairly and consistently	5.3	12.7	21.1	45.8	13.0	2.1
Across department or units at Cornell , workforce policies are usually administered fairly and consistently	4.5	15.4	38.0	27.7	4.5	9.9
I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation	1.2	3.2	9.5	49.1	36.1	1.0
Cornell makes a strong effort to attract employees from diverse backgrounds	1.2	3.6	23.9	45.8	21.2	4.3

In the following questions "senior administration" 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?	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
I have confidence in the decisions made by senior administration	4.4	14.0	33.4	39.2	7.3	1.9
Senior administration has a clear vision for the future of the university	2.7	9.5	35.2	41.9	8.0	2.8
Senior administration is interested in hearing the ideas and opinions of staff members	5.7	15.1	32.8	36.9	7.0	2.6
I have a clear understanding of the strategic goals and objectives of Cornell as a whole	2.7	14.3	32.6	41.9	7.1	1.4
I understand how the work I do contributes to the strategic goals and objectives of the university	1.5	8.7	23.4	51.0	14.0	1.4
I hear about university plans via rumors rather than through official university channels	4.9	34.7	28.7	24.4	5.2	2.0
I trust the communications I receive from senior administration	2.7	8.4	28.6	49.1	9.5	1.6
I trust the communications I receive from my supervisor	2.7	5.0	14.7	47.6	29.3	0.7
Overall, I think Cornell is moving in a positive direction	2.3	7.7	29.1	48.5	11.8	0.7

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:	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
Been administered fairly with all levels of the university sharing the impact	6.8	20.9	39.8	23.5	2.4	6.6
Resulted in positive changes for my department or unit	9.5	28.5	36.3	16.6	2.5	6.6
Helped the university spend money more wisely	5.8	16.2	40.9	27.2	3.2	6.6
Increased the amount of "red tape" I deal with	3.4	13.6	31.6	27.9	13.9	9.5
Created new opportunities for me	9.8	31.7	35.4	13.2	2.8	7.2
Had a negative impact on me	5.1	23.3	39.1	19.1	6.9	6.6

To what extent are the following a source of stress for you?	% reporting				
	Not at all	A little	Some	A great deal	Not applicable
Finances and/or debt	12.0	22.9	35.1	29.1	0.8
Concern about your own health	23.2	30.8	32.5	12.5	1.0
Child care	45.7	9.0	9.8	8.6	26.8
Care of someone who is ill, disabled, or aging	37.2	16.1	16.9	11.9	17.9
Concern about the security of your position at Cornell	16.9	27.9	30.2	24.0	1.0

How much do you agree or disagree with the following statements?	% reporting					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
The university provides support to help staff balance work and personal responsibilities	2.3	8.1	27.2	51.6	9.2	1.5
My supervisor provides support to help staff balance work and personal responsibilities	3.3	7.7	19.8	44.8	23.2	1.2
I can easily find reliable information concerning the policies and benefits that apply to me	1.9	10.5	20.9	54.5	11.9	0.3
The university's benefit programs (health, retirement, etc.) meet my needs	1.6	8.0	19.4	56.0	14.5	0.5

Do you have supervisory responsibilities (excluding student employees)?	% reporting
I do not directly supervise employees	69.3
I directly supervise 5 or fewer employees	20.0
I directly supervise 6 to 10 employees	6.4
I directly supervise more than 10 employees	4.3

Do you have a disability?	% reporting
Yes	4.8
No	95.2

What is your gender?	% reporting
Male	39.5
Female	60.5
Transgender/gender-variant	0.0

What is your sexual orientation?	% reporting
Straight/heterosexual	91.8
Gay, lesbian or bisexual	4.2
Questioning	0.2
Not specified	3.8

Are you Hispanic or Latino?	% reporting
Yes	2.4
No	97.6

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:

	% reporting
American Indian or Alaskan Native	1.9
Asian	6.0
Black or African American	2.6
Native Hawaiian or Other Pacific Islander	0.5
White	87.4
