



## **CORNELL EMPLOYEE SURVEY 2022**

### **Your Job**

Welcome to the Cornell Employee Survey. The following survey is designed to understand your experience working at Cornell. It should take about 10-20 minutes to complete.

We take your privacy very seriously. Results from this survey will never be reported in any form that would identify you as an individual. You may leave blank any questions you do not wish to answer. We still want to hear what you have to say on the other topics.

The survey will close on November 18, and we must receive your completed survey by then for your responses to be counted.

The Cornell Employee Survey is open only to Cornell employees who have a continuous service date of April 1, 2022 or earlier. If you have questions or require technical assistance, please email the [Office of Institutional Research and Planning](#).

Thank you in advance for your time and thoughtful responses!

## **YOUR JOB**

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

Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My work is interesting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workload is manageable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enough time to do high-quality work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My work has a clear sense of purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workloads are distributed fairly within my department or unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do work beyond what is expected in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My title and job description accurately describe the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My training has prepared me for the work I am expected to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My department or unit is improving processes for doing work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff are treated with respect at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my skills and expertise are valued in my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment and tools I need to do my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, my physical working conditions are satisfactory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering my total compensation (pay, benefits, etc.), I am fairly compensated for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly disagree   Disagree   Neutral   Agree   Strongly agree   Not applicable

I would recommend my department/unit as a good place to work to a friend or colleague

             

I would recommend Cornell as a good place to work to a friend or colleague

             

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

Not at all   A little   Some   Quite a bit   A great deal

## Career Development

### CAREER DEVELOPMENT

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

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My performance reviews are conducted on a regular basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance reviews provide me with useful feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have regular opportunities to provide feedback about my supervisor's performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports me in pursuing learning and professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department or unit is doing a good job of retaining its most talented employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
I am satisfied with my career opportunities within Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I see myself still working at Cornell <b>one</b> year from now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You indicated that you do not see yourself working at Cornell one year from now. Which of the following factors contribute to this? (Select all that apply)

- I plan to find a higher paying job
- I plan to retire within the next year
- I plan to leave the workforce (temporarily or permanently) to focus on family responsibilities
- I plan to relocate
- I plan to find a job that permits me to work remotely more often
- I hope to find a job at another university
- I hope to find a job outside of higher education
- I plan to open/pursue my own business
- I am not happy working in my specific department/unit but may consider another opportunity within Cornell
- I am not happy working at Cornell at all

Other (please list)

## Your Supervisor

### YOUR SUPERVISOR

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

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My supervisor treats me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor does a good job recognizing the contributions of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor meets with me regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Strongly disagree    Disagree    Neutral    Agree    Strongly agree    Not applicable

I am satisfied with my opportunities to take part in decision-making in my department/unit

                  

**Diversity, Equity, and Belonging**

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

Strongly disagree    Disagree    Neutral    Agree    Strongly agree    Not applicable

**Within my department/unit,** workforce policies are usually administered fairly and consistently

                  

**Across departments or units at Cornell,** workforce policies are usually administered fairly and consistently

Strongly disagree   Disagree   Neutral   Agree   Strongly agree   Not applicable

Others in my department/unit are willing to listen to me when I offer information or a different perspective

             

I am treated fairly in my department/unit without regard to any element of my personal identity (e.g., age, health status/disability, gender identity, race/ethnicity, national origin/citizenship, religion, sexual orientation, veteran status, marital/family status, political views, etc.)

             

The leadership of my college/division demonstrates a strong commitment to diversity and inclusion

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
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Cornell makes a strong effort to attract employees from diverse backgrounds

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Cornell prioritizes diversity, equity, and inclusion

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I feel a sense of belonging in my department/unit

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I feel a sense of belonging at Cornell

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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### During the past year, how often have you...

	Never	Once	Sometimes	Often	Very often
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Seen or heard someone in your department/unit make an insensitive, disparaging, or discriminatory comment?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	Never	Once	Sometimes	Often	Very often
Felt marginalized in your department/unit due to any element of your personal identity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Leadership & Direction

### **LEADERSHIP & DIRECTION**

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 disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
University leadership has a clear vision for the future of the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
University leadership is interested in hearing the ideas and opinions of staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of Cornell's strategic goals and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand how the work I do contributes to Cornell's strategic goals and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I hear about university plans via rumors rather than through official channels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the frequency of communication from University Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
I am satisfied with the frequency of communication from my college/unit leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leadership of my department/unit treats people respectfully	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I think Cornell is moving in a positive direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Your Well-being

### YOUR WELL-BEING

To what extent are the following a source of stress for you?

	Not at all	A little	Some	A great deal	Not applicable
My health and safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all	A little	Some	A great deal	Not applicable
Personal finances/debt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caring for someone who is ill, disabled, aging, and/or in need of special services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost and availability of housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loneliness/social isolation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about the security of my position at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall, how satisfied are you with your life outside Cornell?

Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
The university provides support to help me manage my work and personal life responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides support to help me manage my work and personal life responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the resources Cornell provides to support employees' mental and emotional wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily find information concerning the benefits and wellbeing programs available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Strongly disagree   Disagree   Neutral   Agree   Strongly agree   Not applicable

The Employee Assembly represents my interests well

             

## About you

### ABOUT YOU

The following set of questions is designed to help us better understand and address different group experiences and unique needs at Cornell. This information **will NOT** be linked to you as an individual. If you are uncomfortable providing this information, please feel free to skip any of these items.

Is your position currently:

- Fully in-person at a Cornell or partner location
- Fully remote
- A mix of in-person and remote work

Do you have supervisory responsibilities (excluding student employees)?

- I do not directly supervise employees
- I directly supervise 5 or fewer employees
- I directly supervise 6 to 10 employees
- I directly supervise more than 10 employees

According to the Americans with Disabilities Act, a disability is a condition that limits a major life function and can include chronic conditions such as diabetes, cancer, depression, and alcoholism among others. Based on this definition, do you have a disability?

Yes

No

Are you a veteran of the U.S. military/armed forces?

Yes

No

Which best describes your gender identity? Mark all that apply.

Woman

Man

Non-binary

Transgender

Another gender identity (please specify)

I prefer not to disclose

What best describes your sexual orientation? Mark all that apply.

Bisexual

Gay

Lesbian

Queer

Straight or heterosexual

Questioning or unsure

Another sexual orientation (please specify)

I prefer not to disclose

Do you identify as Hispanic or Latinx/o/a?

Yes

No

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 or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or other Pacific Islander
- White
- Another race or ethnicity (please specify)
- Prefer not to disclose

If there is a particularly important aspect of your work experience you would like to tell us more about, please use this space:



Please note: Disclosing an incident on this survey does not constitute formally reporting the incident to Cornell and will not result in any action, disciplinary or otherwise. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like the University to take action) please refer to <https://compliance.cornell.edu/reporting-concern>.

## **Thank you**

Thank you for your time and thoughtful responses.

When you click the "Submit Survey" button below, you will not be able to go back to change any of your responses.