

## About the Employee Survey

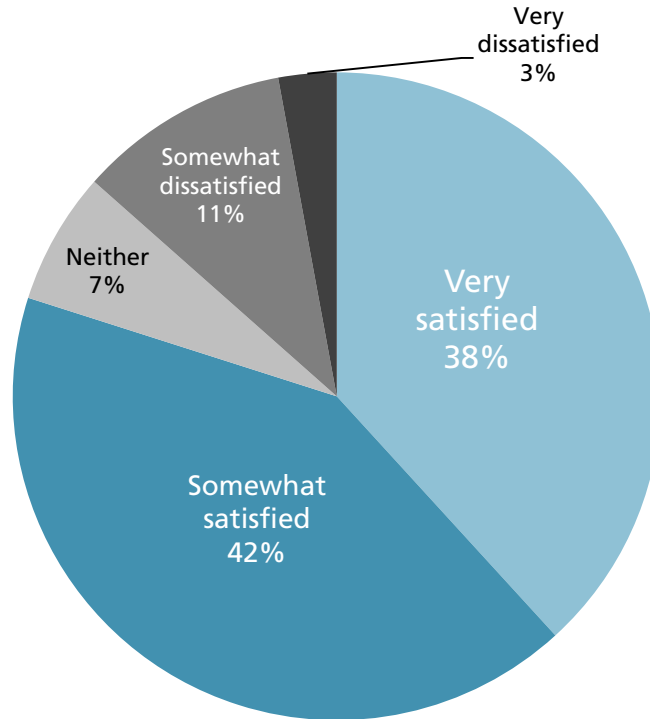
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President David Skorton initiated the Cornell Employee Survey in response to a resolution from the Employee Assembly calling for a study to better understand staff engagement. The resulting survey was administered from October 25 to November 18, 2011. Seventy percent of invited employees responded to the survey, with 5165 surveys submitted over the web and 482 surveys submitted on paper. The survey had 60 multiple-choice questions and one open-ended item. The average completion time for the web-based survey was 11 minutes.

## Overall Satisfaction

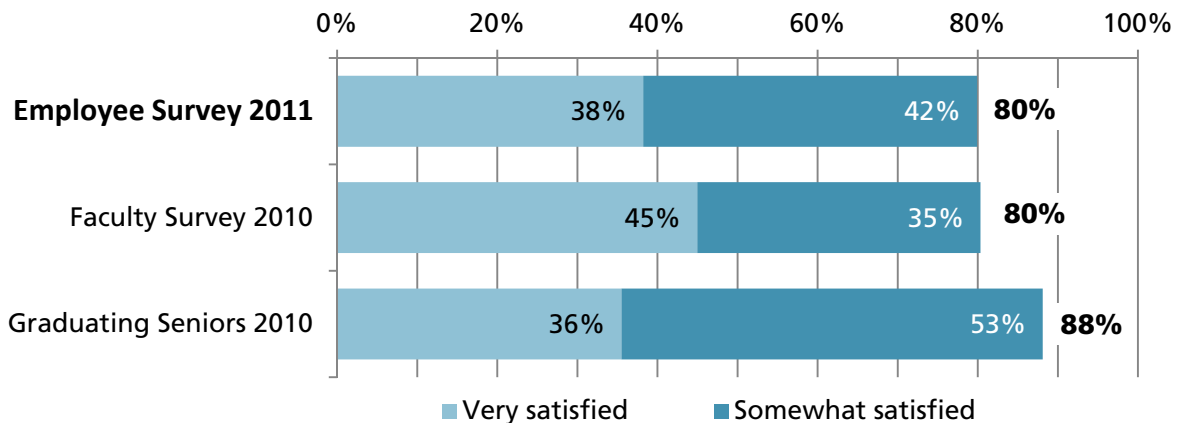
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Overall, how satisfied are you with your job at Cornell?



Other populations at Cornell have been asked similar questions:

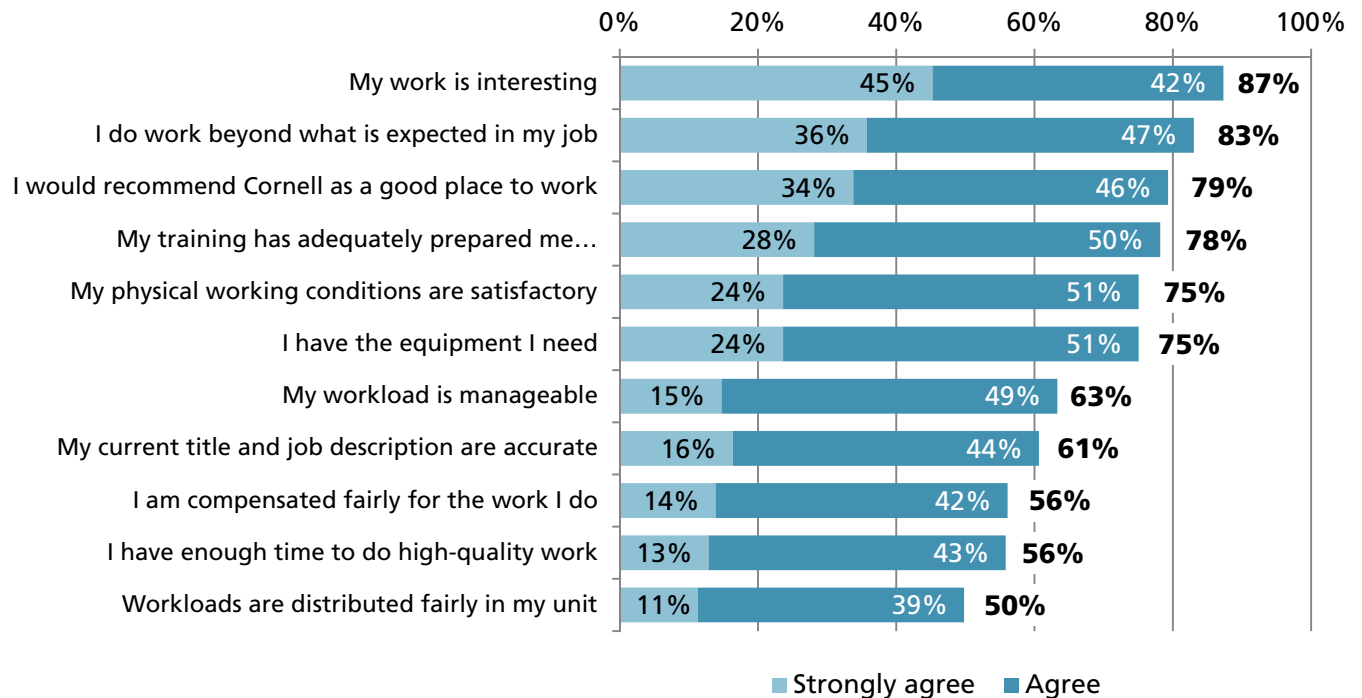
- Tenured and tenure-track faculty were asked in Fall 2010, "Overall, how satisfied are you being a faculty member at Cornell?"
- Graduating seniors were asked in Spring 2010, "Overall, how satisfied have you been with your undergraduate education?"



## Your Job

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

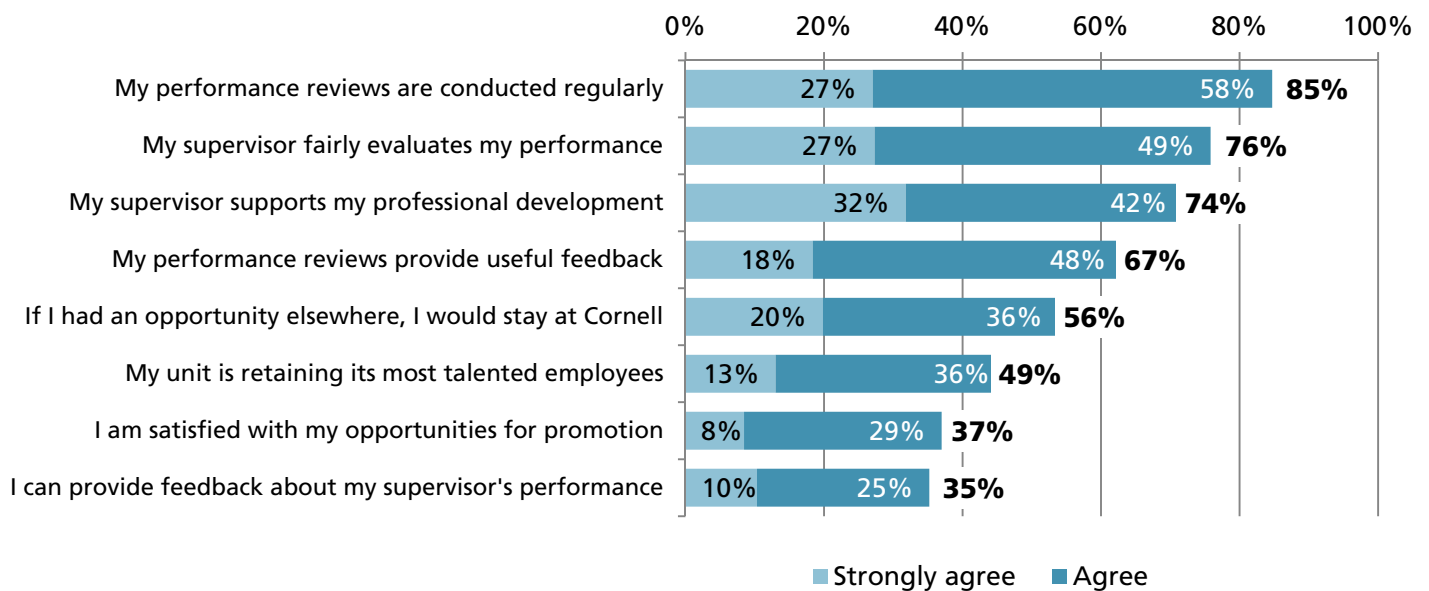
("Not applicable" responses excluded.)



## Career Development

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

("Not applicable" responses excluded.)

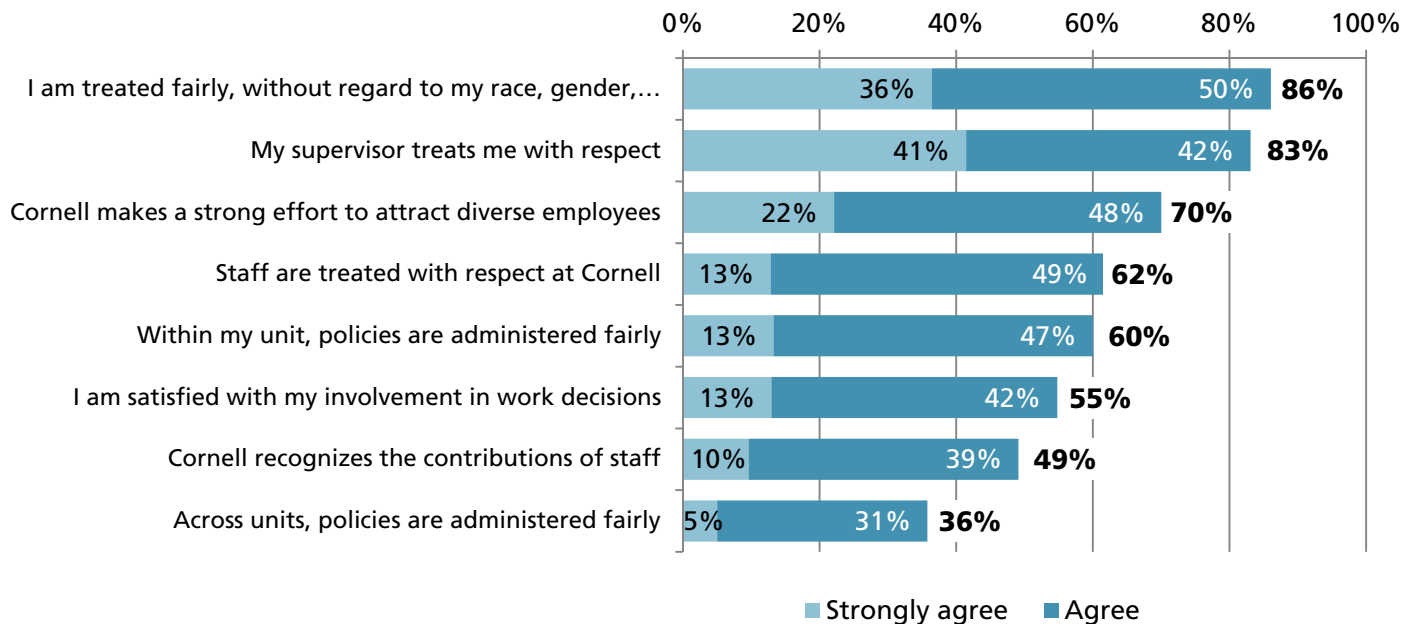


Note: Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please see the survey instrument at <http://www.dpb.cornell.edu/documents/1000486.pdf>

## Respect & Fairness

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

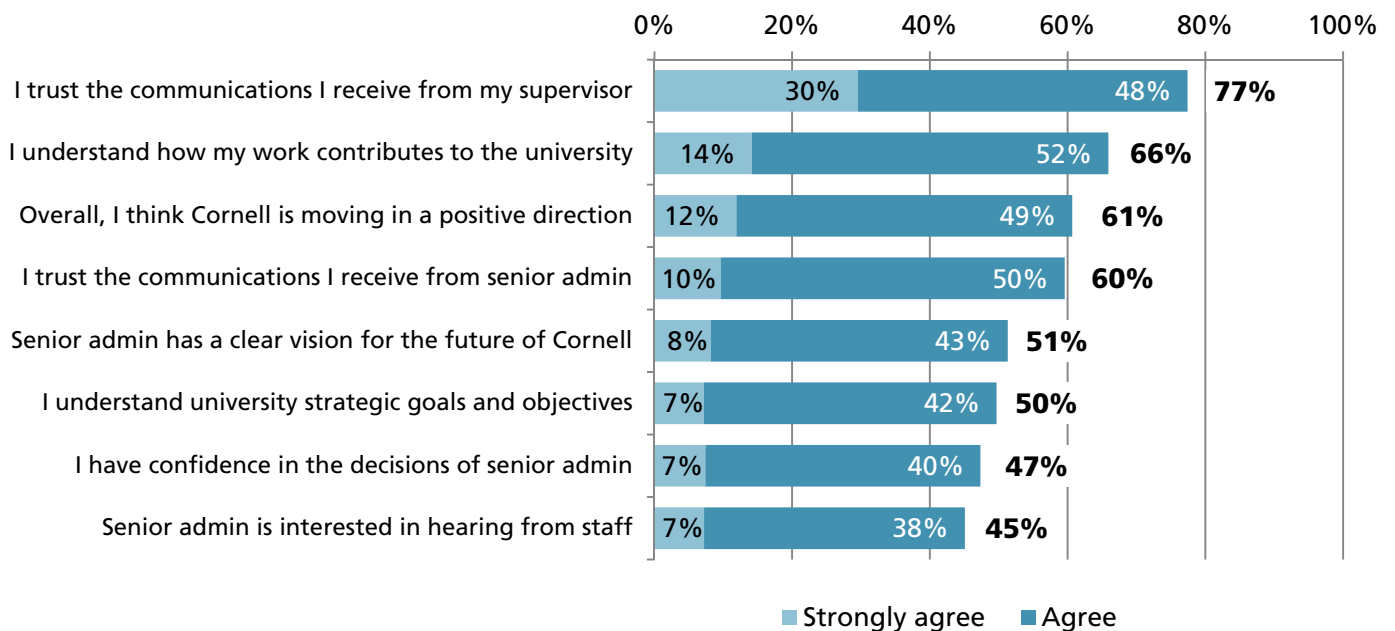
("Not applicable" responses excluded.)



## Leadership & Direction

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

("Not applicable" responses excluded.)

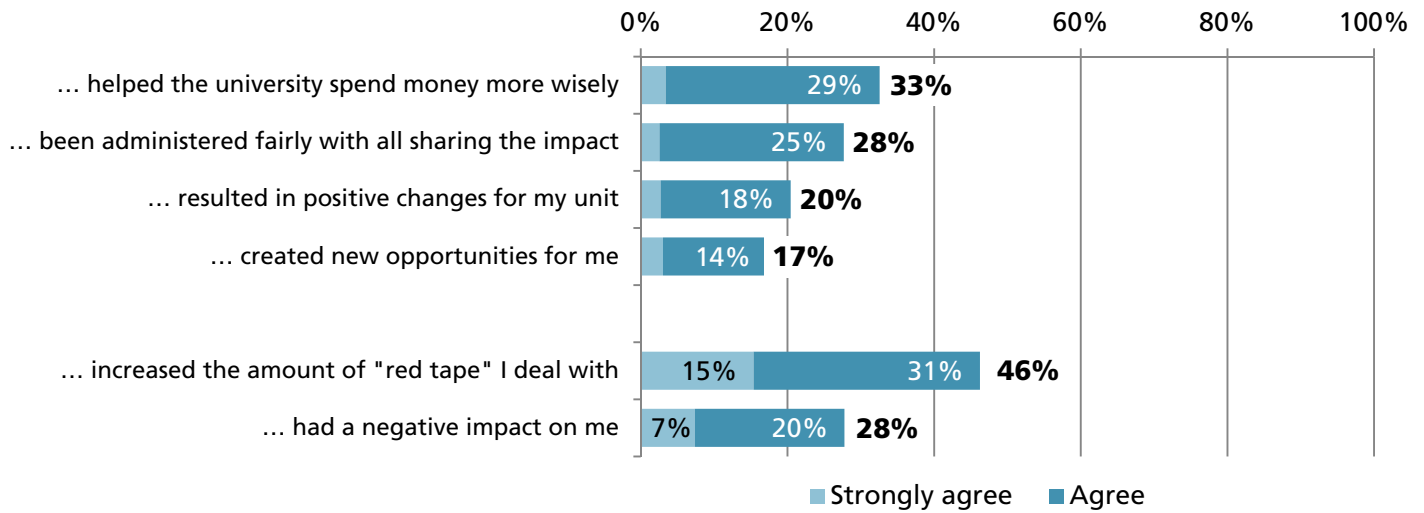


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## Recent organizational changes have...

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

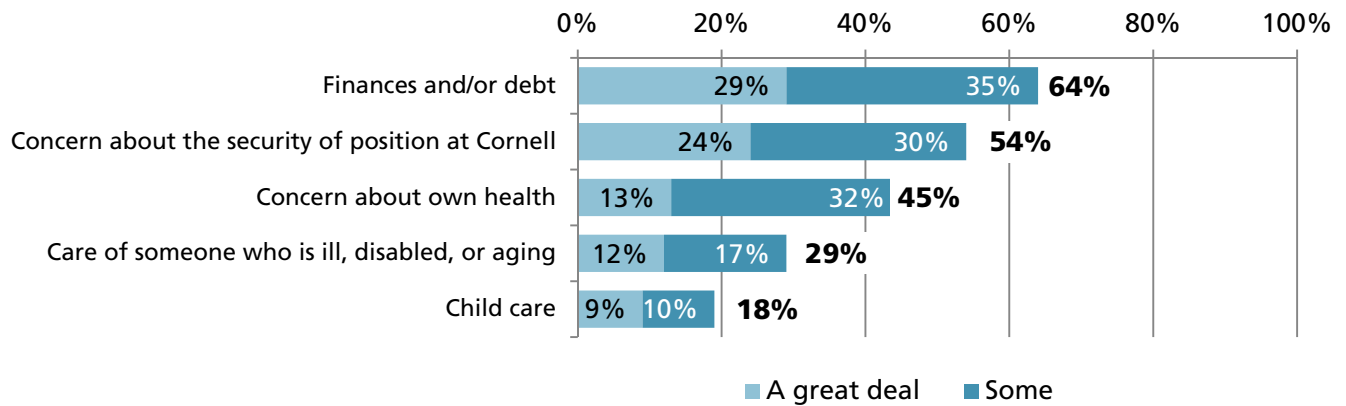
("Not applicable" responses excluded.)



## 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.)

