

## About the 2016 Employee Survey

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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. Complete overall results of the 2016 Cornell Employee Survey are displayed in the tables that follow.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	
Overall, how satisfied are you with your job at Cornell?	2.6%	10.4%	6.4%	42.6%	38.0%	
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My work is interesting	.7%	3.0%	11.3%	45.1%	39.8%	.1%
My workload is manageable	3.8%	14.3%	19.5%	49.7%	12.6%	.1%
I have enough time to do high-quality work	4.2%	19.0%	22.5%	42.8%	11.2%	.2%
Workloads are distributed fairly within my department or unit	7.7%	21.1%	22.8%	36.9%	9.2%	2.3%
I do work beyond what is expected in my job	.6%	3.3%	13.9%	47.7%	34.1%	.4%
My current title and job description accurately describe the work I do	6.0%	17.3%	16.2%	45.9%	14.2%	.3%
My training has adequately prepared me for the work I am expected to do	1.6%	6.7%	15.7%	50.8%	24.4%	.8%
My department or unit is improving processes for doing work	4.4%	13.1%	25.8%	40.5%	14.4%	1.8%
I have the equipment and tools I need to do my job effectively	1.9%	8.7%	14.9%	53.4%	20.7%	.3%
Overall, my physical working conditions are satisfactory	1.9%	6.2%	11.7%	52.7%	27.2%	.3%
Considering my total compensation (pay, benefits, work environment, etc.), I am compensated fairly for the work I do	5.8%	17.9%	21.5%	41.4%	13.3%	.1%
I would recommend Cornell as a good place to work	1.5%	3.7%	15.8%	47.5%	31.2%	.2%

	Not at all	A little	Some	Quite a bit	A great deal	
To what extent does completing unnecessary bureaucratic tasks (e.g. "red tape") get in the way of doing your job?	10.5%	21.4%	40.1%	19.6%	8.3%	
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
My performance reviews are conducted on a regular basis	1.2%	4.9%	7.3%	56.4%	28.0%	2.2%
My performance reviews provide me with useful feedback on my work	2.9%	11.4%	20.2%	45.6%	17.4%	2.5%
I have regular opportunities to provide feedback about my supervisor's performance	12.6%	24.1%	21.1%	29.7%	9.9%	2.5%
My supervisor supports me in pursuing learning and professional development opportunities	2.9%	5.6%	15.6%	40.9%	34.0%	1.0%
My department or unit is doing a good job of retaining its most talented employees	8.1%	17.5%	25.3%	34.1%	13.0%	1.9%
I am satisfied with my opportunities for promotion within Cornell	12.2%	21.8%	28.3%	26.9%	8.2%	2.7%
If I had an opportunity to get a similar job outside Cornell, I would stay with Cornell	4.6%	9.9%	29.3%	35.8%	19.4%	1.0%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
Staff are treated with respect at Cornell	2.9%	12.0%	24.2%	48.9%	11.9%	.2%
My supervisor treats me with respect	1.8%	4.6%	10.7%	40.3%	42.3%	.2%
Cornell does a good job of recognizing the contributions of staff	4.1%	17.8%	30.7%	38.0%	9.0%	.5%
I am satisfied with my involvement in decisions that affect my work	5.3%	17.0%	23.7%	42.0%	11.7%	.3%
Within my department or unit, workforce policies are usually administered fairly and consistently	5.3%	13.4%	22.1%	44.9%	13.0%	1.2%
Across departments or units at Cornell, workforce policies are usually administered fairly and consistently	5.2%	16.6%	38.9%	26.7%	4.7%	8.0%
I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation	1.8%	4.7%	10.9%	49.9%	31.7%	1.1%
Offensive behaviors (i.e., discrimination, sexual harassment, insensitive remarks, etc.) are not tolerated in my department or unit	2.1%	6.1%	10.7%	45.8%	34.3%	1.0%
Cornell makes a strong effort to attract employees from diverse backgrounds	1.7%	4.8%	24.0%	46.4%	20.4%	2.7%
I feel like I belong at Cornell	2.0%	6.1%	24.0%	46.3%	21.4%	.2%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
University leadership has a clear vision for the future of the university	3.1%	11.0%	43.1%	34.7%	5.3%	2.9%
University leadership is interested in hearing the ideas and opinions of staff members	5.3%	16.1%	36.3%	35.7%	5.0%	1.7%
I have a clear understanding of the strategic goals and objectives of Cornell as a whole	3.4%	20.4%	36.1%	35.1%	3.8%	1.2%
I understand how the work I do contributes to the strategic goals and objectives of the university	1.8%	10.0%	24.9%	51.6%	10.7%	1.0%
I hear about university plans via rumors rather than through official university channels	3.0%	27.1%	32.2%	29.3%	6.6%	1.8%
I trust the communications I receive from university leadership	2.2%	7.2%	29.7%	51.2%	8.7%	.9%
I trust the communications I receive from senior leadership in my college, division, or unit	3.3%	8.1%	23.7%	48.8%	15.2%	.9%
I trust the communications I receive from my supervisor	2.6%	5.5%	13.6%	44.8%	33.1%	.4%
Senior leadership in my college, division, or unit promotes a diverse and inclusive environment	2.0%	6.2%	23.4%	48.1%	18.6%	1.6%
The Employee Assembly represents my interests	2.7%	5.8%	57.9%	22.2%	3.2%	8.2%
Overall, I think Cornell is moving in a positive direction	2.4%	7.8%	35.3%	45.9%	7.8%	.8%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
Organizational changes and transitions: Have had a positive impact on the work I do	5.7%	18.0%	44.4%	22.8%	4.8%	4.3%
Organizational changes and transitions: Have created new opportunities for me	7.4%	26.1%	36.4%	20.3%	5.0%	4.7%
Organizational changes and transitions: Have increased the amount of "red tape" I deal with	2.1%	15.7%	43.8%	25.8%	7.2%	5.5%
Organizational changes and transitions: Have helped the university spend money more wisely	6.8%	16.9%	52.4%	14.7%	2.5%	6.7%

	Not at all	A little	Some	A great deal	Not applicable
Source of stress: Finances and/or debt	11.9%	24.2%	34.6%	28.3%	.9%
Source of stress: Concern about your own health	21.6%	30.7%	33.2%	13.5%	1.0%
Source of stress: Child care	44.6%	8.3%	10.7%	9.8%	26.6%
Source of stress: Care of someone who is ill, disabled or aging	34.1%	17.4%	18.4%	13.8%	16.2%
Source of stress: Concern about the security of your position at Cornell	26.5%	29.1%	27.0%	16.6%	.8%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
The university provides support to help staff balance work and personal responsibilities	3.0%	8.6%	27.4%	50.0%	9.9%	1.1%
My supervisor provides support to help staff balance work and personal responsibilities	3.4%	7.2%	16.1%	44.5%	28.1%	.7%
I can easily find reliable information concerning the policies and benefits that apply to me	2.5%	11.6%	21.4%	52.1%	12.2%	.2%
The university's benefit programs (health, retirement, etc.) meet my needs	1.8%	7.0%	18.3%	56.8%	15.7%	.4%

	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
Do you have supervisory responsibilities (excluding student employees)?	71.2%	17.9%	6.6%	4.3%

	No	Yes
Do you have a disability?	84.6%	15.4%

	No	Yes
Are you a veteran of the U.S. military/armed forces?	95.6%	4.4%

	Selected
Woman	60.5%
Man	33.5%
Transgender	.1%
Another gender identity	.3%
Prefer not to disclose	4.4%

	Selected
Hereosexual or straight	84.8%
Gay, lesbian or bisexual	5.1%
Questioning	.4%
Another sexual orientation	.3%
Prefer not to disclose	8.0%

	Selected
Hispanic or Latino	3.1%
American Indian or Alaskan Native	3.0%
Asian	4.2%
Black or African American	3.7%
Native Hawaiian or Other Pacific Islander	.6%
White	87.8%