



Life Outside the University

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

	Not at all	A little	Some	A great deal	Not applicable
Finances and/or debt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about your own health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of someone who is ill, disabled, or aging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about the security of your position at Cornell	<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 staff balance work and personal 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 staff balance work and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily find reliable information concerning the policies and benefits that apply to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university's benefit programs (health, retirement, etc.) meet my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About You

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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 upon this definition, do you have a disability? Yes No

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

What best describes your gender identity? (Mark all that apply)

Woman	Man	Transgender	Another gender identity Please specify: _____	Prefer not to disclose
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your sexual orientation? (Mark all that apply)

Heterosexual or straight	Gay, lesbian or bisexual	Questioning	Another sexual orientation Please specify: _____	Prefer not to disclose
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you Hispanic or Latino? 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 Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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"/>
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 current 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 adequately 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"/>
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"/>
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, work environment, etc.), I am compensated fairly for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend Cornell as a good place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

