



ACADEMIC WORK LIFE SURVEY

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Welcome to the *Cornell Academic Work Life Survey*. This survey has five sections. The first, and longest, section asks about the work that you do and your feelings about how well Cornell supports it. The remaining sections ask about leadership and the work environment within your department or unit; your experiences with hiring and review; and how your life outside of Cornell meshes with your work responsibilities. The survey closes with a few demographic questions and the opportunity for you to provide comments concerning your experiences at Cornell.

We are fully aware that confidentiality and data security is of the utmost importance. To increase our understanding of the factors that influence the quality of academic work life, your survey responses will be merged with institutional records describing the nature of your appointment (such as college, department, and rank or job title). Please be assured that all individual-level data will be kept completely confidential and secured. Neither the Provost nor other academics nor senior administrators will have access to identifying survey responses. The Institutional Research and Planning analysts who can access individual-level data maintain strict non-disclosure agreements with the University. Analyses will be based on aggregates and findings reported such that no individuals can be identified in the results.

The Provost appreciates that your time is valuable but urges you to participate so that he may better understand the issues that affect you and how to address them. Completion of the survey may take 20 to 25 minutes, depending on your circumstances. You do not have to complete the survey in one sitting; you may come back later by returning to this URL. While you are encouraged to complete the entire survey, you may leave blank any questions you do not wish to answer.

If you have concerns about the survey, you may address them to the researchers at irpsurvey@cornell.edu.

[Continue to Survey](#)



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Responsibilities

1. **[show if TT] [satisstt]** Overall, how satisfied are you being a faculty member at Cornell?
Very dissatisfied
Somewhat dissatisfied
Neither satisfied nor dissatisfied
Somewhat satisfied
Very satisfied
2. **[show if AP] [satisap]** Overall, how satisfied are you being an academic at Cornell?
Very dissatisfied
Somewhat dissatisfied
Neither satisfied nor dissatisfied
Somewhat satisfied
Very satisfied
3. **[workload]** Overall, how would you rate the reasonableness of your workload?
Much too light
Too light
About right
Too heavy
Much too heavy
4. **[hrsweek]** During an academic year, how many hours is your typical work week? _[text]_

Several questions that follow refer to the 2015-16 academic year.

5. Thinking across the 2015-16 academic year, please give us your best guess of how you apportioned your time at work across the following domains of activity. The figures you enter here may differ from the formal terms of your appointment. Please use percentages such that your figures sum to 100%.

	Percent of your average work week spent on this activity?
Teaching and Advising	
[pctteach] Teaching or co-teaching (including preparing materials for class, lecturing, etc., but excluding clinical instruction)	_[text]_
[pctmeet] Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, working with student clubs or organizations, etc.)	_[text]_
Research, Scholarship and Creativity	
[pctres] Scholarship; conducting research; or creating or performing artistic works (including writing, attending professional meetings or conferences, preparing and administering grants, etc.)	_[text]_
Clinical Work	
[pctclin] Clinical responsibilities including clinical teaching through service; supervision of interns, residents, or students; direct patient care, rounds or consults	_[text]_
Public Engagement:	
[pctout] Work that draws upon your professional expertise to address the real-world needs or interests of non-academic communities outside of Cornell (including local or global individuals, neighborhoods, schools, organizations, businesses, or government entities)	_[text]_
Committee and Administrative Roles	
[pctadmin] Fulfilling administrative responsibilities, committee work, or service to the university and/or your discipline	_[text]_
Other Activities	
[pctother] Other work-related activities, including paid consulting (please describe) [pctothertext]:_____	_[text]_
Total	Total %

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Teaching and Advising [show section heading if pctteach > 0% OR pctmeet > 0%]

[show if pctteach > 0%] You indicated that you spent some portion of your time in the 2015-16 academic year on teaching.

6. [show classout to classdiv if pctteach > 0%] Do any of the classes in your teaching portfolio include one or more of the following elements?

	I <i>teach</i> a class involving...	I have not taught a class, but I am <i>developing</i> a new class involving...	I am <i>neither teaching nor developing</i> a class involving...
[classout] Collaboration with a community partner outside Cornell (e.g., school, business, or organization, either local or elsewhere)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[classintl] Instruction or coursework conducted entirely or in part outside of the U.S.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[classust] A focus on sustainability (e.g. economic, energy, social, or environmental)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[classugres] An out-of-class research experience for undergraduate students (e.g. project team experiences and capstone projects)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[classdiv] Curriculum or pedagogy intended to prepare students to participate effectively in a diverse, multicultural world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. [show tschedule to teachdist if pctteach > 0%] How satisfied are you with the following aspects of your teaching?

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
[tschedule] Your teaching schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[sizeclass] The number of students in the classes you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[teachdist] The distribution of teaching workload in your department or unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. **[show classpace to teachonline if pctteach > 0%]** Please rate your satisfaction with the following resources Cornell provides to support your teaching.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
[classpace] Classroom space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[tas] Access to teaching assistants or other instructional support positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[assess] Support for assessing and improving student learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[teachdiv] Support for teaching strategies that address the needs of diverse students and classroom environments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[teachonline] Support for online courses (e.g., course design or technical design)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[show if pctteach = 0% AND pctmeet > 0%] You indicated that you spent some portion of your time in the 2015-16 academic year meeting or communicating with students outside of class.

9. **[show if pctmeet > 0%]** During the 2015-16 academic year, how many advisees did you have?

Advisee Type	Number
[augstud] Undergraduate students	_[text]_
[agradstud] Graduate or professional students	_[text]_
[apostdoc] Postdoctoral associates or fellows	_[text]_
[ainfstud] Informal student advisees	_[text]_

10. **[show if pctteach > 0% OR pctmeet > 0%]** During the 2015-16 academic year, were you involved with *undergraduate* students at Cornell in either of the following roles? Mark all that apply.

- [advresearch] Advised or supervised undergraduate students working on a research project (including Honors thesis or independent study)
- [supfield] Supervised undergraduates participating in community-engaged projects (e.g., research internships, co-ops, field experiences, etc.)

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Research, Scholarship and Creativity [show section if pctres > 0%]

You indicated that you spent some portion of your time in the 2015-16 academic year on research, scholarship and creativity.

11. Of the total time you spent on research, scholarship or creativity this past academic year (2015-16), what percentage of time did you devote to each of the following activities? *If not sure, give your best estimate.*

	% of time
Active Research, Scholarship and Creativity [activeres] Reviewing literature, conducting library research, collecting and analyzing data, writing and revising papers, creating or performing artistic works, etc.	_[text]_
Preliminary Administrative Activities [preresearch] Writing/submitting proposals and budgets, applying for approvals, developing protocols, drafting safety /security plans, etc.	_[text]_
Ongoing Administrative Activities [postresearch] Purchasing supplies/equipment, managing budgets and/or personnel, complying with regulations, activity reporting, making travel arrangements, etc.	_[text]_
Total	[sum]

12. Please rate your satisfaction with the following resources Cornell provides to support your research, scholarship and creativity.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
[fundgrad] Funding for graduate students or other paid student research positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[startup] Start-up funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[bridge] Bridging funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[incident] Funding for incidental costs related to scholarship or creativity (e.g., travel, royalties)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[grants] Support for securing grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[mangrant] Support for managing grants and/or research accounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[otherres] Other (please describe)[otherrestxt]: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Clinical Work [show section if pctclin > 0%]

You indicated that you spent some portion of your time in the 2015-16 academic year on clinical work. Please answer the following questions regarding your clinical responsibilities in the 2015-16 academic year:

13. [clinperiod] Do you have scheduled “on clinics” periods that are distinct from times when you are not on clinics?

Yes

No [If no, skip to clinical]

14. [if clinperiod = “Yes”] [onclinic] How many weeks were you on-clinics during 2015-16? [drop down menu with 0-52]

15. [if clinperiod = “Yes”] [clinichrs] When you were on clinics, how many hours per week did you typically spend fulfilling your clinical responsibilities?

less than 20

20-35

36-40

40-50

more than 50

16. Please rate your satisfaction with the following aspects of your clinical work:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
[clinical] Your clinical responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[clinstaff] Staff support for your clinical activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[clinequip] Equipment needed for your clinical practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[clinsched] Scheduling of clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[clinresearch] Integrating your clinical work with your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Public Engagement

Public engagement refers to any work that draws upon your professional expertise as a Cornell academic to address the real-world interests or needs of non-academic communities outside of Cornell. These communities may be local or global, and may include individuals, neighborhoods, schools, organizations, businesses, or government entities.

17. During the 2015-16 academic year, in which of the following public engagement programs or activities were you involved? Mark all that apply.

- [partner] Developing reciprocal partnerships to collaborate on research or exchange knowledge and expertise, with the specific goal of establishing a relationship that mutually benefits both parties (e.g. participatory action research).
- [apply] Applying research to address community, organizational, or corporate needs (e.g. economic development projects, translational or implementation research, technology transfer)
- [consult] Providing advice, evaluation, or consulting services to external programs, organizations, or businesses (e.g. board member, paid or volunteer consultant)
- [expert] Providing expert commentary for non-academic audiences (e.g. in the media, in public hearings, as an expert witness)
- [training] Delivering talks or educational programs to non-academic audiences (e.g. lectures to special interest groups, workshops or training programs)
- [create] Creating publications or websites specifically designed for non-academic audiences (e.g. bulletins, resource websites)
- [otherpublic] Other forms of public engagement (please describe):
_____ [text][otherpublictxt] _____
- [nopublic] I was not involved in public engagement activities in the 2015-16 academic year.

18. [If nopublic was not marked] [publicsat] How satisfied are you with the resources Cornell provides to support your public engagement work?

- Very dissatisfied
- Somewhat dissatisfied
- Neither dissatisfied nor satisfied
- Somewhat satisfied
- Very satisfied

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Committee and Administrative Roles [\[show section to all respondents\]](#)

19. Please indicate the number of committees, working groups, and task forces (formal and ad hoc) you served on during the 2015-16 academic year, excluding thesis committees:

Committee Type	Number
[depcomm] Departmental/field committees	[dropdown menu: 0 thru 8, more than 8]
[collcomm] College committees	[dropdown menu: 0 thru 8, more than 8]
[unicomm] University-wide committees	[dropdown menu: 0 thru 8, more than 8]
[extcomm] External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)	[dropdown menu: 0 thru 8, more than 8]

20. Have you ever served in any of the following administrative capacities? If so, did you receive teaching relief in exchange for taking on this administrative responsibility? Mark all that apply.

	Served in administrative capacity?			Received teaching relief?	
	Never	Serving currently or served within the past five academic years	Served prior to the past five academic years	Yes	No
Chair of department/unit	<input type="radio"/> [chairnever]	<input type="radio"/> [chaircurr]	<input type="radio"/> [chairprior]	<input type="radio"/> [chairrelief]	<input type="radio"/>
Dean	<input type="radio"/> [deannever]	<input type="radio"/> [deancurr]	<input type="radio"/> [deanprior]	<input type="radio"/> [deanrelief]	<input type="radio"/>
Associate or assistant dean	<input type="radio"/> [adeannever]	<input type="radio"/> [adeancurr]	<input type="radio"/> [adeanprior]	<input type="radio"/> [adeanrelief]	<input type="radio"/>
DGS	<input type="radio"/> [dirgradnever]	<input type="radio"/> [dirgradcurr]	<input type="radio"/> [dirgradprior]	<input type="radio"/> [dirgradrelief]	<input type="radio"/>
DUS	<input type="radio"/> [dirugnever]	<input type="radio"/> [dirugcurr]	<input type="radio"/> [dirugprior]	<input type="radio"/> [dirugrelief]	<input type="radio"/>

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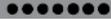
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General Aspects of Work [\[show section to all respondents\]](#)

21. Please rate your satisfaction with the following aspects of your work at Cornell.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
[salary] Current salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if TT] [rank] Current rank	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if AP] [position] Current position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[benefits] Benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Please rate your satisfaction with the following general resources Cornell provides to support your work.

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
[library] Library resources and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[clerical] Clerical and administrative staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[compsup] Computing support staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[qualgrad] Quality of graduate/professional students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[officesat] Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[labsat] Research, clinical or studio space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. [\[admintasks\]](#) On average, what proportion of your work time do you spend on administrative or clerical tasks that could be completed by support staff? %

24. Please indicate the extent to which each of the following aspects of work has been a source of stress for you over the past twelve months.

	Not at all	Somewhat	Extensive	Not applicable
[show if pctteach > 0%] [teachresp] Teaching responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if pctmeet > 0%] [advisresp] Advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if pctclin > 0%] [clinresp] Clinical responsibilities				
[show if pctadmin > 0%] [commresp] Committee and/or administrative roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[timing] Timing of departmental meetings and functions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[scholprod] Scholarly or creative productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[secfund] Securing funding for research or creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[manres] Managing a research group or grant (e.g., finances, personnel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[demands] Managing competing demands on your time at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[security] Concern about the security of your position at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if TT] [review] Tenure review/promotion process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if AP] [perfeval] Performance evaluation process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[deptpolitic] Departmental or campus politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[subtled] Discrimination, subtle or overt (e.g., prejudice, racism, sexism, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[otherstress] Other aspect of your work (please describe): _____ [otherstresstxt][text] _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Governance and Leadership

25. How much do you agree or disagree with the following statements about governance and leadership at Cornell? "Central administration" refers to Cornell's president and vice presidents as well as the provost and his direct reports.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	No opinion
[show if TT] [fseninput] The faculty senate offers sufficient opportunities for me to provide input on institution-wide policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if TT] [fsenvoice] The faculty senate has an adequate voice in institution-wide policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[show if AP] [emplclass] The Employee Assembly represents my interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[knowproc] I understand the processes by which I can express my opinions about institutional policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[confidence] I have confidence in the decisions made by central administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[rumors] I hear about university plans via rumors rather than through official university channels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[trustcomm] I trust the communications I receive from central administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[movepos] 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"/>

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26. [dualappt] Do you hold an academic appointment in more than one department/unit?

Yes

No

27. [if dualappt=Yes] [depttxt] Tell us which department/unit you will reference in answering the questions below: [text].

28. Please indicate your agreement or disagreement with the following statements: For items asking about "My chair/director/dean" please use the position to whom you directly report as your point of reference.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
[fairshare] My department/unit receives its fair share of University resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[chaircoll] My chair/director/dean creates a collegial and supportive environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[chairres] My chair/director/dean helps me obtain the resources I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[dtrustcomm] I trust the communications I receive from my chair/director/dean.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[dconfidence] I have confidence in the decisions made by my chair/director/dean.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[voice] I have a voice in the decision-making that affects the direction of my department/ unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[valueres] My colleagues value my research/ scholarship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[interdisc] Interdisciplinary research is recognized and rewarded by my department/ unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[navigate] I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[goodfit] My department/unit is a good fit for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[deptcomf] My department/unit is a place where individuals may comfortably raise personal and/or family responsibilities when scheduling departmental/unit obligations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[included] I feel included in the informal network in my department/ unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[workhard] I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[supwomen] My chair/director/dean is supportive of improving the climate and opportunities for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

academics who are <u>women</u> .					
[supunder] My chair/director/dean is supportive of improving the climate and opportunities for academics who are <u>underrepresented minorities</u> .	<input type="radio"/>				

29. [climforyou] How would you characterize the climate at Cornell for academics like you (e.g., those who share your gender identity, race, sexual orientation, political views, religious beliefs, etc.)?

- Very disrespectful
- Moderately disrespectful
- Neither respectful nor disrespectful
- Moderately respectful
- Very respectful

30. [commitdiv] To what extent do you agree or disagree with this statement?: Cornell demonstrates a strong institutional commitment to diversity.

- Strongly disagree
- Disagree
- Agree
- Strongly agree

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Mentoring

31. **[adment]** While at Cornell, do you feel as though you have received adequate mentoring?

- Yes
- No
- Not applicable

32. **[forment]** Does your unit have a formal mentoring program?

- Yes
- No
- I don't know

33. **[If forment=yes]** Have you participated in formal mentoring in your department/unit? Mark all that apply.

- [servment]** Yes, I have served as a mentor
- [beenment]** Yes, I have been mentored
- [noment]** No

34. **[Show if beenment selected]** How helpful have you found the mentoring that you have received in the following areas?

	Very unhelpful	Somewhat unhelpful	Neither helpful nor unhelpful	Somewhat helpful	Very helpful	Not applicable
[devscholar] Developing your scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[navpolicy] Navigating university policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[navpolitic] Navigating politics and personalities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. While at Cornell, have you had one or more informal mentors (someone not officially assigned to you who gives advice on career issues or advocates for you in your discipline or area)? Mark all that apply.

- [imentorcu]** Yes, from within Cornell
- [imentorout]** Yes, from outside Cornell
- [imentorno]** No



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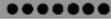
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Hiring and Review **[show section if TT or AP; not if “academic other”]**

36. **[negotiate]** Before signing your initial contract at Cornell, did you negotiate any of the terms of your contract such as salary, resources, job responsibilities, spousal employment, etc.?

No, I did not negotiate

Yes, but my negotiation was largely unsuccessful

Yes, and my negotiation worked to my benefit

37. **[show if TT] [tencrit]** To what extent do you agree that the criteria for tenure in your department are clearly communicated?

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Don't know

38. **[show if AP] [evalcrit]** To what extent do you agree that your department clearly communicates the criteria for performance evaluations for academics?

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Don't know

39. **[relief]** At any time since you started working at Cornell, have you received relief from teaching or other workload duties for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

Yes, within the 2015-16 academic year

Yes, more than a year ago but within the past three years

Yes, more than three years ago

No

40. **[show if TT] [clock]** At any time since you started working at Cornell, have you had your tenure clock stopped?

Yes, within the past year

Yes, more than a year ago but within the past five years

Yes, more than five years ago

No

41. **[show if TT] [promocrit]** To what extent do you agree that the criteria for promotion from associate to full professor in your department are clearly communicated?

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Don't know

42. **[renegotiate]** In the last five years, while at Cornell, did you renegotiate any of the terms of your appointment such as salary, resources, or responsibilities?

No, I did not renegotiate

Yes, but my renegotiation was largely unsuccessful

Yes, and my renegotiation worked to my benefit

43. **[Show if renegotiate = "Yes, but my renegotiation was largely unsuccessful" or renegotiate = "Yes, and my renegotiation worked to my benefit"] [offerreneg]** Did you use a formal job offer or serious expression of interest from an outside employer in your renegotiation?

Yes

No

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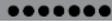
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Retention [show section if TT or AP; not if “academic other”]

44. [leave] In the next three years, how likely are you to leave Cornell?

Very unlikely

Somewhat unlikely

Neither likely nor unlikely

Somewhat likely

Very likely

45. To what extent, if at all, have you considered the following as reasons to leave? [skip for “academic other” subgroup of AP folks; we will give you this info in population data file]

	Not at all	To some extent	To a great extent	Not Applicable
[vsal] To increase your salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvresources] To acquire more resources to support your research, scholarship or creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvresearch] To increase your time or opportunities to do research, scholarship or creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvtenure] To advance your career (e.g., tenure prospects, opportunities for advancement, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvintellect] Concern about the intellectual direction of your department/unit at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvsupp] To find a more supportive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvnonacad] To pursue a nonacademic job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvemploy] To improve the employment situation of your spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvjoin] To join a spouse/partner living in another location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvchild] To address child care issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvadult] To address care issues for an adult	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvsocial] To improve your social life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvretire] Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[lvoth] Other (please describe): _____ [text] [lvothtxt] _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Relationship Status

46. **[lifesat]** Overall, how satisfied are you with your life outside Cornell?
- Very dissatisfied
 - Somewhat dissatisfied
 - Neither dissatisfied nor satisfied
 - Somewhat satisfied
 - Very satisfied
47. **[spouse]** Do you have a spouse or domestic partner?
- Yes, I have a spouse
 - Yes, I have a domestic partner
 - No
48. **[If spouse = "Yes, I have a spouse" or spouse = "Yes, I have a domestic partner"] [spouseempl]** Which of the following best describes your spouse or partner's employment status?
- Working as a paid employee
 - Self-employed, independent contractor or consultant
 - Not employed and actively seeking employment
- Not employed and not actively seeking employment and (mark all that apply):**
- [spousecare]** Caring for dependents
 - [spousestu]** Enrolled as student in a degree program
 - [spousenopay]** Occupied with an unpaid internship or with volunteer activities
 - [spousetire]** Retired
 - [spouseoth]** Other (please describe
_____ [text][spouseothtxt]_____)
49. **[If spouseempl = "Working as paid employee"] [spouseacad]** Is your spouse or partner employed in academia?
- No; employed outside academia
 - Yes, as a professor
 - Yes, in an academic position other than professor (e.g., research associate, lecturer, post-doctoral fellow)
 - Yes, but in a non-academic position
50. **[If spouseacad=any "Yes"] [spempinst]** Does your spouse/partner work at Cornell?
- Yes
 - No
51. **[If spempinst="Yes"] [bothinst]** How did it happen that you and your spouse/ domestic partner both came to be employed at Cornell? Please select the one response that comes closest to describing your situation.
- We became partners after we were both employed at Cornell
 - My spouse/ partner and I were recruited by Cornell as a couple
 - I was recruited by Cornell and employment for my spouse/ partner followed
 - My spouse/ partner was recruited by Cornell and employment for me followed

52. **[If bothinst = “I was recruited by Cornell and employment for my spouse/partner followed”] [hpcornell]**
Which of the following best describes how your spouse/partner found employment at Cornell?
 To recruit me or keep me here, Cornell identified a position for my spouse/partner
 Cornell provided some job search assistance that helped my spouse/partner find a position
 Through his/her own efforts, my spouse/partner found employment at Cornell independently
53. **[If bothinst = “My spouse/partner was recruited by Cornell and employment for me followed”] [hicornell]**
Which of the following best describes how you found employment at Cornell?
 To recruit my spouse/partner or to keep my spouse/partner here, Cornell identified a position for me
 Cornell provided some job search assistance that helped me find a position
 Through my own efforts, I found employment at Cornell independently
54. **[If spouseacad=“No”; or spempinst=“No”; or spouseempl= “Self-employed, independent contractor or consultant” or spouseempl = “Actively seeking employment”] [helpjob]** **Have you ever sought help from Cornell in attempting to find employment for your spouse or partner?**
 No
 Yes, Cornell helped my spouse/partner find suitable work
 Yes, but Cornell failed to help my spouse/partner find suitable work
55. **[If spouseempl=“Working as paid employee” or spouseempl = “Self-employed, independent contractor or consultant”] [spousesat]** **How satisfied is your spouse/ domestic partner with his/her employment situation?**
 Very dissatisfied
 Somewhat dissatisfied
 Neither satisfied nor dissatisfied
 Somewhat satisfied
 Very satisfied
 Don't know
 Not applicable
56. **[If spouse = “Yes, I have a spouse” or spouse = “Yes, I have a domestic partner=”] [commute]** **Do you and your spouse/domestic partner live in separate communities for at least part of the academic year?**
 Yes
 No
57. **[If spouseempl = “Self-employed, independent contractor or consultant” or spouseacad = “No; employed outside academia” or spempinst = “No”]** **Do you or your spouse/domestic partner commute or travel frequently more than an hour away for work? Mark all that apply.**
 [icommutehr] Yes, I commute more than an hour to work
 [spcommutehr] Yes, my spouse/domestic partner commutes more than an hour to work
 [nocommutehr] No, neither of us commutes more than an hour to work



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Dependents

58. **[havechild]** Do you have any children?

Yes

No

59. **[If havechild = "Yes"]** How many children do you have in the following age ranges? Mark all that apply.
[provide drop down lists going from 0-4 for each age range]

[childx0] 0-4 years

[childx5] 5-12 years

[childx13] 13-17 years

[childx18] 18-23 years

[childx24] 24 years or older

60. **[usecare]** Are you currently using or in need of child care for a child/children under the age of 13?

Yes, I am currently using child care for a child or children under the age of 13

Yes, I am currently in search of child care

No, but I anticipate needing child care within the next five years

No, I don't need child care now or within the next five years

61. **[illcare]** Are you currently caring for or managing care for someone who is ill, disabled, aging and/or in need of special services?

Yes

No, but I anticipate doing so within the next five years

No, and I do not anticipate doing so within the next five years

62. Please indicate the extent to which each of the following aspects of your life outside Cornell has been a source of stress for you over the past twelve months.

	Not at all	Somewhat	Extensive	Not applicable
[house] Managing household responsibilities				
[if havechild = "Yes"] [childcare] Child care arrangements				
[if havechild = "Yes"] [childchall] Challenges with your child(ren) (e.g., school, social issues, etc.)				
[if illcare = "Yes"] [careothers] Care of someone who is ill, disabled, aging, and/or in need of special services				
[rlnshptime] Finding time for family or personal relationships				
[lonely] Loneliness/social isolation				
[health] Your health				
[personfin] Personal finances				
[retire] Planning for retirement				
[Ithaca] Ithaca as a place to live				
[othstress] Other: _____[text] [othstresstxt] _____				

63. [hrshouse] During the academic year, how many hours per week do you typically spend on household and caregiving responsibilities? _[text]_

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Demographics

64. **[gender]** Which of the following best describes your gender identity? Mark all that apply.

- [woman]** Woman
- [man]** Man
- [transgender]** Transgender
- [othergender]** Another gender identity (please describe):**[othgendertext]**
- [sexnotsay]** Prefer not to disclose

65. **[sexorient]** What is your sexual orientation? Mark all that apply.

- [straight]** Heterosexual or straight
- [glb]** Gay, lesbian or bisexual
- [questsexor]** Questioning
- [othsexor]** Another sexual orientation (please describe):**[othsexortxt]**
- [sexomotsay]** Prefer not to disclose

66. **[Hispanic]** Are you Hispanic or Latino?

- Yes
- No

67. 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:

- [white]** White
- [black]** Black or African American
- [asian]** Asian
- [amerind]** American Indian or Alaska Native
- [native]** Native Hawaiian or Other Pacific Islander

68. **[disability]** 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

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Closing Thoughts

69. **[if TT] [againTT]** All things considered, if you had to do it all over again, would you choose to be a faculty member at Cornell?

- Definitely not
- Probably not
- Maybe
- Probably would
- Definitely would

70. **[if AP] [againap]** All things considered, if you had to do it all over again, would you choose to be an academic at Cornell?

- Definitely not
- Probably not
- Maybe
- Probably would
- Definitely would

71. **[recommend]** If a candidate for a position similar to yours asked you about your department or unit as a place to work, would you:

- Not recommend your department or unit as a place to work
- Recommend your department or unit with reservations
- Strongly recommend your department or unit as a place to work

72. Is there anything else we should understand about your experience at Cornell?

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Thank you for completing the Academic Work Life Survey.

I am grateful that you took the time to have your experiences represented in this survey. Your responses will help me and others better understand how to best sustain and support scholarly and creative excellence at Cornell.

Best regards,

Michael I. Kotlikoff, Provost