

## **ACADEMIC WORK LIFE SURVEY 2022**

### **Your workload**

Welcome to Cornell's Academic Work Life Survey. This survey has been administered to academics at Cornell about every five years since 2005.

We recognize that the COVID-19 pandemic has affected our work and personal lives. This survey touches on the impact of COVID, but the focus is on long-standing issues relating to work-life as academics.

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 take confidentiality and data security very seriously.

Please be assured that all individual-level data will be kept completely confidential and secured. No senior administrators or faculty members will have access to identifying survey responses. The Institutional Research and Planning analysts who will analyze 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.

We appreciate that your time is valuable and we urge you to participate so that senior leaders at Cornell may better understand the issues that affect you and how to address them. Completion of the survey may take 20 minutes, depending on your circumstances. You do not have to complete the survey in one sitting; you can 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 questions or concerns about the survey, please address them to the researchers at [irpsurvey@cornell.edu](mailto:irpsurvey@cornell.edu).

## **YOUR WORKLOAD**

Overall, how satisfied are you being a faculty member at Cornell?

(We understand that the COVID-19 pandemic may have had a considerable impact on your experience; we will ask about COVID specifically later in the survey.)

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

Overall, how satisfied are you being an academic at Cornell?

(We understand that the COVID-19 pandemic may have had a considerable impact on your experience; we will ask about COVID specifically later in the survey.)

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

Overall, how would you rate the reasonableness of your workload this semester (Fall 2022)?

Much too light       Too light       About right       Too heavy       Much too heavy

About how many hours do you work in a typical week during the semester?

To what extent do you agree or disagree with the following statement?

COVID had a negative impact on my career (e.g., teaching, research, clinical, etc.)

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Do any of the classes in your teaching portfolio include one or more of the following elements?

**I teach** a class involving...

I have not taught a class, **but I am developing** a new class involving...

I am **neither teaching nor developing** a class involving...

Collaboration with a community partner outside Cornell (e.g., school, business, or organization, either local or elsewhere)

	<b>I teach</b> a class involving...	I have not taught a class, <b>but I am developing</b> a new class involving...	I am <b>neither teaching nor developing</b> a class involving...
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Instruction or coursework conducted entirely or in part outside of the U.S.

A focus on sustainability (e.g., economic, energy, social, or environmental)

An out-of-class research experience for undergraduate students (e.g., community-engaged research, project team experiences, and capstone projects)

Curriculum or pedagogy intended to prepare students to participate effectively in a diverse, multicultural world

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
Your teaching schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>
The distribution of teaching workloads in your department or unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
Availability of classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology available in the classroom (e.g., recording, projection, sound)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Technical support in the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for assessing student learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for improving pedagogy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for teaching strategies that address the needs of diverse students in the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

During the 2021-22 academic year, did you advise or supervise undergraduate students **working on a research project** (including honors thesis or independent study)?

- Yes
- No

How many undergraduates did you advise or supervise?

During the 2021-2022 academic year, did you supervise undergraduates **participating in community-engaged projects** (e.g., research internships, co-ops, etc.)?

- Yes
- No

How many undergraduates did you supervise participating in community-engaged projects?

As part of your role as an academic at Cornell, are you expected to engage in research?

- Yes
- No

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
Support for securing grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for managing grants and/or research accounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>
Quality of graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start-up funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for maintaining your research program through the COVID pandemic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bridging funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please describe)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<div style="border: 1px solid black; height: 40px; width: 280px;"></div>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



As part of your role as an academic at Cornell, are you expected to engage in clinical work?

- Yes
- No

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
Your clinical responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff support for your clinical activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment needed for your clinical practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scheduling of clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>

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.

During the 2021-22 academic year, in which of the following public engagement programs or activities were you involved? Mark all that apply.

- Applying research to address community, organizational, or corporate needs (e.g., economic development projects, translational or implementation research, technology transfer)
- Providing advice, evaluation, or consulting services to external programs, organizations, or businesses (e.g., board member, paid or volunteer consultant)
- Providing expert commentary for non-academic audiences (e.g., in the media, in public hearings, as an expert witness)
- Delivering talks or educational programs for non-academic audiences (e.g., lectures to special interest groups, workshops, or training programs)
- Teaching community-engaged learning courses in collaboration with community partners outside Cornell (i.e., school, business, or organization local or elsewhere)

- 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)
- Creating publications or websites specifically designed for non-academic audiences (e.g., bulletins, resource websites)
- Other forms of public engagement (please describe)
- I was not involved in public engagement activities in the 2021-22 academic year

How satisfied are you with the resources Cornell provides to support your public engagement work?

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

                                                                                      

Please indicate the number of committees, working groups, and task forces (formal and ad hoc) you served on during the 2021-2022 academic year, excluding thesis committees. Please use numeric values for your response, and indicate "0" if you did not serve on that kind of committee last year.

- Departmental or field committees
- College committees
- University-wide committees
- External committees or boards related to your discipline (e.g., accreditation, editor of a journal, officer of a professional association)

Have you ever served in any of the following administrative capacities at Cornell? Mark all that apply.

	Never	Serving currently or within the past five academic years	Served prior to the past five academic years
Chair of department/unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associate or assistant dean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director of graduate studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director of undergraduate studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Serving currently or within the past five academic years	Served prior to the past five academic years
Director of a research center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Did you receive teaching relief for serving as chair of your department/unit?

- Yes  
 No

Did you receive teaching relief for serving as a dean?

- Yes  
 No

Did you receive teaching relief for serving as an associate or assistant dean?

- Yes  
 No

Did you receive teaching relief for serving as director of graduate studies?

- Yes
- No

Did you receive teaching relief for serving as director of undergraduate studies?

- Yes
- No

Did you receive teaching relief for serving as director of a research center?

- Yes
- No

## **Your work climate**

### **YOUR WORK CLIMATE**

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
Current salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current rank or position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Library resources and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical and administrative staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computing support staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Very dissatisfied    Somewhat dissatisfied    Neither satisfied nor dissatisfied    Somewhat satisfied    Very satisfied    Not applicable

Research, clinical, or studio space

                  

On average, how many hours per week do you spend on administrative or clerical tasks that could be completed by support staff?

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

Teaching responsibilities

          

Adapting teaching responsibilities during COVID

          

Advising responsibilities

	Not at all	Somewhat	Extensive	Not applicable
Clinical responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timing of departmental meetings and functions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarly or creative productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing funding for research or creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing a research group or grant (e.g., finances, personnel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing competing demands on your time at work	<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"/>
Tenure review/promotion process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance evaluation process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online harassment based on your work activities at Cornell (e.g., your research or advocacy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# How much do you agree or disagree with the following statements about governance and leadership at Cornell?

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
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"/>
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"/>
I trust the communications I receive from my department's administration (e.g., department chair)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the communications I receive from my college's administration (e.g., college dean)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the communications I receive from the central university administration (e.g., Provost and President)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Questions in the next section ask you to evaluate your "department/unit." Do you hold an academic appointment in more than one department or unit?

- Yes
- No

Please indicate which department/unit you will reference in responding to the questions below.

How much do you agree or disagree with the following statements? For items asking about "My chair/director/dean" please use the position to which you directly report as your point of reference.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
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"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
My chair/director/dean helps me to obtain the resources that I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>	<input type="radio"/>
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"/>	<input type="radio"/>
My colleagues value my research/scholarship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>	<input type="radio"/>
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"/>	<input type="radio"/>
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"/>	<input type="radio"/>

How much do you agree or disagree with the following statements about your experience in your department/unit?

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
My department/unit is a good fit for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to express my opinion in my department/unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opinions matter when I express them in my department/unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>	<input type="radio"/>
My department/unit is a place where individual faculty may comfortably raise personal or family responsibilities when scheduling departmental/unit obligations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
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"/>	<input type="radio"/>
The work climate for female academics in my department/unit is at least as good as that for male academics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work climate for academics in my department/unit differs by racial/ethnic background.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

During the past academic year, how often have you...

	Never	Once	Sometimes	Often	Very often
Seen or heard someone in your department/unit make an insensitive, disparaging, or discriminatory comment?	<input type="radio"/>				
Felt marginalized in your department/unit due to any element of your personal identity?	<input type="radio"/>				

To what extent do you agree or disagree with this statement? **The leadership of my college/division**

demonstrates a strong commitment to diversity and inclusion.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

To what extent do you agree or disagree with this statement? **Cornell** demonstrates a strong institutional commitment to diversity.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

While at Cornell, do you feel as though you have received adequate mentoring?

- Yes
- No
- Not applicable

Does your unit have a formal mentoring program?

- Yes
- No

I don't know

Have you participated in formal mentoring in your department/unit. Mark all that apply.

- Yes, I have served as a mentor
- Yes, I have been mentored
- No

How helpful have you found the formal mentoring that you have received in the following areas?

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

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.

- Yes, from within Cornell
- Yes, from outside Cornell
- No

## Hiring, review, and retention

### HIRING, REVIEW, AND RETENTION

Before signing your initial contract at Cornell, did you negotiate any of the terms of your contract?

- No, I did not negotiate
- Yes, I negotiated prior to signing my initial contract and was largely successful in my negotiation
- Yes, I negotiated prior to signing my initial contract and was largely **un**successful in my negotiation

Which aspects of your employment were you largely successful in negotiating? Mark all that apply.

- Salary
- Job responsibilities
- Position for a spouse or partner
- Research funding
- Employment start date
- Timing of sabbatical
- Relocation expenses
- Other (please describe)

Which aspects of your employment were you largely **un**successful in negotiating? Mark all that apply.

- Salary
- Job responsibilities
- Position for a spouse or partner
- Research funding
- Employment start date
- Timing of sabbatical
- Relocation expenses
- Other (please describe)

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

To what extent do you agree that your department/unit clearly communicates the expectations for your career advancement?

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

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

To what extent do you agree or disagree with this statement? I feel supported in my career growth at Cornell.

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

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, and my renegotiation was largely successful
- Yes, but my renegotiation was largely **un**successful

Did you use a formal job offer or serious expression of interest from an outside employer in your renegotiation?

- Yes
- No

In the next three years, how likely are you to leave Cornell?

- |                       |                       |                             |                       |                       |
|-----------------------|-----------------------|-----------------------------|-----------------------|-----------------------|
| Very unlikely         | Somewhat unlikely     | Neither likely nor unlikely | Somewhat likely       | Very likely           |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/>       | <input type="radio"/> | <input type="radio"/> |

To what extent, if at all, have you considered the following

## as reasons to leave?

	Not at all	To some extent	To a great extent
To increase your salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To acquire more resources to support your research, scholarship, or creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To increase your time or opportunities to do research, scholarship, or creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To advance your career (e.g., tenure prospects, opportunities for advancement, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about the intellectual direction of your department/unit at Cornell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To find a more supportive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a non-academic job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve the employment situation of your spouse/partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To join a spouse/partner living in another location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address child-care or educational issues for your child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address care issues for an adult	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve your social life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Not at all

To some extent

To a great extent

Other (please describe)



## Life outside Cornell

### LIFE OUTSIDE CORNELL

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

Very dissatisfied

Somewhat  
dissatisfiedNeither satisfied  
nor dissatisfiedSomewhat  
satisfied

Very satisfied



Do you have a spouse or domestic partner?

 Yes No

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

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

My spouse or domestic partner is currently... Mark all that apply.

- Caring for dependents
- Enrolled as a student in a degree program
- Occupied with an unpaid internship or volunteer activities
- Retired
- Other (please describe)

Does your spouse/partner work at Cornell?

- Yes

No

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 to 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

How satisfied is your spouse/domestic partner with their employment situation?

- |                       |                          |   |                       |                       |                       |                       |
|-----------------------|--------------------------|---|-----------------------|-----------------------|-----------------------|-----------------------|
| Very<br>dissatisfied  | Somewhat<br>dissatisfied | Neither<br>satisfied<br>nor<br>dissatisfied | Somewhat<br>satisfied | Very<br>satisfied     | Don't know            | Not<br>applicable     |
| <input type="radio"/> | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Do you and your spouse/domestic partner live in separate communities for at least part of the academic year?

Yes

No

How many **hours** do you spend in an average month during the academic year traveling to visit your spouse/domestic partner?

Do you have any children?

Yes

No

How many children do you have in the following age ranges? Please indicate the number of children in each range using numeric values, and indicate "0" if you have no children in that age range.

0-4 years

5-12 years

13-17 years

18-23 years

24 years or older

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 services (e.g., daycare, domestic childcare work, afterschool program, etc.) 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

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

During the academic year, how many hours per week do you typically spend on household and caregiving responsibilities?

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 year or so.

	Not at all	Somewhat	Extensive	Not applicable
Managing household responsibilities	<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"/>
Challenges with your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of 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"/>
Finding time for family or personal relationships	<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"/>

	Not at all	Somewhat	Extensive	Not applicable
Loneliness/social isolation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning for retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ithaca as a place to live	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please describe) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Closing thoughts

### WRAPPING UP

What would you like university administrators to know about how the COVID-19 pandemic has impacted your work as a faculty member? Please share your thoughts below.



To what extent do you agree or disagree with the following statement? I would recommend my **department/unit** as a good place to work to a friend or colleague.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

To what extent do you agree or disagree with the following statement? I would recommend **Cornell** as a good place to work to a friend or colleague.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

To what extent do you agree or disagree with this statement? I feel a sense of belonging **in my**

# department/unit.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

To what extent do you agree or disagree with this statement? I feel a sense of belonging **at Cornell.**

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

Which of the following best describes your ethnic or racial identity (regardless of citizenship)? Mark all that apply.

American Indian or Alaskan Native

Hispanic or Latinx/o/a

White

Asian

Middle Eastern or North African

Another ethnic or racial identity (please describe)

Black

Native Hawaiian or other Pacific Islander

I prefer not to respond

Use the following list to describe your Asian heritage in more detail or use the space to elaborate. Mark all that apply.

Chinese      Indian      Other South Asian      Korean      Southeast Asian      Japanese      I identify as:

                                  

Use the following list to describe your Hispanic background in more detail or use the space to elaborate. Mark all that apply.

Mexican      Puerto Rican      Cuban      I identify as:

                

Do you identify with any of the following disabilities or chronic conditions? Mark all that apply.

Learning Disability       Mobility-related disability (e.g., spinal cord injury, muscular dystrophy, etc.)       Chronic medical condition (e.g., chronic pain, diabetes, cystic fibrosis, etc.)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> ADHD                     | <input type="checkbox"/> Sensory disability (e.g., hard of hearing, low vision, etc.)                     | <input type="checkbox"/> Other disability or chronic condition (please describe) |
|   |   | <input type="text"/>   |
| <input type="checkbox"/> Autism spectrum disorder | <input type="checkbox"/> Chronic mental health condition (e.g., anxiety disorder, depression, PTSD, etc.) | <input type="checkbox"/> I do not have a disability or chronic condition         |

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

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/> Woman      | <input type="checkbox"/> Transgender                              |
| <input type="checkbox"/> Man        | <input type="checkbox"/> Another gender identity (please specify) |
|                                     | <input type="text"/>  |
| <input type="checkbox"/> Non-binary | <input type="checkbox"/> I prefer not to disclose                 |

Which of the following best describes your sexual identity?  
Mark all that apply.

- |                                   |   |
|-----------------------------------|---|
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Straight or heterosexual |
| <input type="checkbox"/> Gay      | <input type="checkbox"/> Questioning or unsure    |

Lesbian

Queer

Another sexual orientation (please specify)

I prefer not to disclose

What is the highest level of education completed by your parents or those who raised you?

Did not complete a college degree

Bachelor's degree

Master's degree

Doctoral or professional degree (PhD., JD, MD, MBA, etc.)

Unsure or don't know

I prefer not to disclose

Please use this space to share anything else we should know about your experience working at Cornell.



Thank you for your time and participation in this important study of academic and work life at Cornell University.

As a reminder, all survey responses will be kept entirely confidential. The data gathered here will not be used in any way that would permit identification of you as an individual.

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