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.

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.)

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.)

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

Collaboration with a community partner outside Cornell (e.g., school, business, or organization, either local or elsewhere)
How satisfied are you with the following aspects of your teaching?

<table>
<thead>
<tr>
<th>I teach a class involving...</th>
<th>I have not taught a class, but I am developing a new class involving...</th>
<th>I am neither teaching nor developing a class involving...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction or coursework conducted entirely or in part outside of the U.S.</td>
<td>○</td>
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<tr>
<td>A focus on sustainability (e.g., economic, energy, social, or environmental)</td>
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<tr>
<td>An out-of-class research experience for undergraduate students (e.g., community-engaged research, project team experiences, and capstone projects)</td>
<td>○</td>
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<tr>
<td>Curriculum or pedagogy intended to prepare students to participate effectively in a diverse, multicultural world</td>
<td>○</td>
<td>○</td>
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</tbody>
</table>
Please rate your satisfaction with the following resources Cornell provides to support your teaching.

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your teaching schedule</td>
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<tr>
<td>The number of students in the classes you teach</td>
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<tr>
<td>The distribution of teaching workloads in your department or unit</td>
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<tr>
<td>Availability of classrooms</td>
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<td>Technology available in the classroom (e.g., recording, projection, sound)</td>
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</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Support for securing grants</th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support for managing grants and/or research accounts</td>
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<tr>
<td>Funding for graduate students or other paid student research positions</td>
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<tr>
<td>Quality of graduate students</td>
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<tr>
<td>Start-up funds</td>
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<tr>
<td>Support for maintaining your research program through the COVID pandemic</td>
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<tr>
<td>Bridging funds</td>
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<tr>
<td>Other (please describe)</td>
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</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your clinical responsibilities</td>
<td></td>
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<td></td>
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<tr>
<td>Staff support for your clinical activities</td>
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<tr>
<td>Equipment needed for your clinical practice</td>
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<tr>
<td>Scheduling of clinical work</td>
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<tr>
<td>Integrating your clinical work with your research</td>
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</tbody>
</table>
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.
Have you ever served in any of the following administrative capacities at Cornell? Mark all that apply.

<table>
<thead>
<tr>
<th>Role</th>
<th>Never</th>
<th>Serving currently or within the past five academic years</th>
<th>Served prior to the past five academic years</th>
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</thead>
<tbody>
<tr>
<td>Chair of department/unit</td>
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<td></td>
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<tr>
<td>Dean</td>
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<tr>
<td>Associate or assistant dean</td>
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<tr>
<td>Director of graduate studies</td>
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<tr>
<td>Director of undergraduate studies</td>
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</tbody>
</table>
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.

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
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</thead>
<tbody>
<tr>
<td>Current salary</td>
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<tr>
<td>Current rank or position</td>
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<tr>
<td>Benefits package</td>
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</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
<th>Not applicable</th>
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<tbody>
<tr>
<td>Library resources and services</td>
<td></td>
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<tr>
<td>Clerical and administrative staff</td>
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<tr>
<td>Computing support staff</td>
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<tr>
<td>Office space</td>
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</table>
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.

Research, clinical, or studio space

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

- Not at all
- Somewhat
- Extensive
- Not applicable

Teaching responsibilities

Adapting teaching responsibilities during COVID

Advising responsibilities
<table>
<thead>
<tr>
<th>Clinical responsibilities</th>
<th>Not at all</th>
<th>Somewhat</th>
<th>Extensive</th>
<th>Not applicable</th>
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</thead>
<tbody>
<tr>
<td>Timing of departmental meetings and functions</td>
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<tr>
<td>Scholarly or creative productivity</td>
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<tr>
<td>Securing funding for research or creative work</td>
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<tr>
<td>Managing a research group or grant (e.g., finances, personnel)</td>
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<tr>
<td>Managing competing demands on your time at work</td>
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<tr>
<td>Concern about the security of your position at Cornell</td>
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<tr>
<td>Tenure review/promotion process</td>
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<tr>
<td>Performance evaluation process</td>
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<tr>
<td>Online harassment based on your work activities at Cornell (e.g., your research or advocacy)</td>
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</tbody>
</table>
How much do you agree or disagree with the following statements about governance and leadership at Cornell?

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Faculty Senate offers sufficient opportunities for me to provide input on institution-wide policies</td>
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<tr>
<td>The Faculty Senate has an adequate voice in institution-wide policies</td>
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<tr>
<td>I trust the communications I receive from my department’s administration (e.g., department chair)</td>
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<tr>
<td>I trust the communications I receive from my college’s administration (e.g., college dean)</td>
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<tr>
<td>I trust the communications I receive from the central university administration (e.g., Provost and President)</td>
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</table>
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.
<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>N/A</th>
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<tr>
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<tr>
<td>My chair/director/dean helps me to obtain the resources that I need.</td>
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<tr>
<td>My department/unit receives its fair share of University resources.</td>
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<tr>
<td>I have confidence in the decisions made by my chair/director/dean.</td>
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<tr>
<td>My colleagues value my research/scholarship.</td>
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<tr>
<td>I have to work harder than some of my colleagues to be perceived as a legitimate scholar.</td>
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<tr>
<td>Interdisciplinary research is recognized and rewarded by my department/unit.</td>
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<tr>
<td>I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.</td>
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</tbody>
</table>
How much do you agree or disagree with the following statements about your experience in your department/unit?

<table>
<thead>
<tr>
<th>My department/unit is a good fit for me.</th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have the opportunity to express my opinion in my department/unit.</td>
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<tr>
<td>My opinions matter when I express them in my department/unit.</td>
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<tr>
<td>I have a voice in the decision-making that affects the direction of my department/unit.</td>
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<tr>
<td>My department/unit is a place where individual faculty may comfortably raise personal or family responsibilities when scheduling departmental/unit obligations.</td>
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<td></td>
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<tr>
<td>Strongly disagree</td>
<td>Somewhat disagree</td>
<td>Neither agree nor disagree</td>
<td>Somewhat agree</td>
<td>Strongly agree</td>
<td>N/A</td>
<td></td>
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<td>I feel included in the informal network in my department/unit.</td>
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<tr>
<td>The work climate for female academics in my department/unit is at least as good as that for male academics.</td>
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<tr>
<td>The work climate for academics in my department/unit differs by racial/ethnic background.</td>
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<tr>
<td>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.)</td>
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</table>
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.)?

<table>
<thead>
<tr>
<th>Very disrespectful</th>
<th>Moderately disrespectful</th>
<th>Neither respectful nor disrespectful</th>
<th>Moderately respectful</th>
<th>Very respectful</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
<td>O</td>
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</table>

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

<table>
<thead>
<tr>
<th>Never</th>
<th>Once</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very often</th>
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<tr>
<td></td>
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</table>

Seen or heard someone in your department/unit make an insensitive, disparaging, or discriminatory comment?

Felt marginalized in your department/unit due to any element of your personal identity?

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
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?

<table>
<thead>
<tr>
<th>Area</th>
<th>Very unhelpful</th>
<th>Somewhat unhelpful</th>
<th>Neither helpful nor unhelpful</th>
<th>Somewhat helpful</th>
<th>Very helpful</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developing your scholarship</td>
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<td></td>
</tr>
<tr>
<td>Navigating university policies and procedures</td>
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<tr>
<td>Navigating politics and personalities</td>
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</tbody>
</table>
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.
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 unsuccessful

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

To what extent, if at all, have you considered the following
as reasons to leave?

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

LIFE OUTSIDE CORNELL

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

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat 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
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
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 dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied
- Don’t know
- Not applicable

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

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Not at all</th>
<th>Somewhat</th>
<th>Extensive</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing household responsibilities</td>
<td></td>
<td></td>
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<tr>
<td>Child-care arrangements</td>
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<tr>
<td>Challenges with your children</td>
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<tr>
<td>Care of someone who is ill, disabled, aging, and/or in need of special services</td>
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<tr>
<td>Finding time for family or personal relationships</td>
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<tr>
<td>Cost and availability of housing</td>
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</tbody>
</table>
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.

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

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

- [ ] Woman
- [ ] Transgender
  - [ ] Man
  - [ ] Another gender identity (please specify)
- [ ] Non-binary
- [ ] I prefer not to disclose

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

- [ ] Bisexual
- [ ] Straight or heterosexual
- [ ] Gay
- [ ] Questioning or unsure
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.