

## Tables: Cornell Employee Survey 2022

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
Overall, how satisfied are you with your job at Cornell?	2.9%	12.0%	7.6%	42.2%	35.2%
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
My work is interesting	.8%	3.5%	9.4%	39.0%	47.3%
My workload is manageable	5.3%	17.2%	16.1%	42.3%	19.2%
I have enough time to do high-quality work	5.7%	19.2%	19.4%	38.5%	17.3%
My work has a clear sense of purpose	1.1%	4.1%	10.7%	38.1%	46.0%
Workloads are distributed fairly within my department or unit	8.2%	17.5%	20.4%	35.3%	18.6%
I do work beyond what is expected in my job	1.2%	3.8%	13.8%	37.1%	44.0%
My current title and job description accurately describe the work I do	7.5%	16.5%	17.6%	35.8%	22.6%
My training has adequately prepared me for the work I am expected to do	2.8%	7.3%	16.5%	38.9%	34.6%
My department or unit is improving processes for doing work	4.5%	12.7%	21.4%	38.4%	23.0%
Staff are treated with respect at Cornell	3.9%	10.5%	18.5%	38.1%	29.0%
I feel my skills and expertise are valued in my department/unit	4.1%	9.5%	12.1%	33.8%	40.6%

I have the equipment and tools I need to do my job effectively	2.2%	8.3%	12.4%	42.1%	35.0%
Overall, my physical working conditions are satisfactory	1.6%	5.4%	10.9%	41.0%	41.0%
Considering my total compensation (pay, benefits, work environment, etc.), I am compensated fairly for the work I do	11.2%	22.2%	19.8%	31.7%	15.1%
I would recommend my department/unit as a good place to work to a friend or colleague	4.9%	9.9%	18.9%	34.4%	31.9%
I would recommend Cornell as a good place to work to a friend or colleague	2.4%	5.6%	17.7%	39.1%	35.3%

	Not at all	A little	Some	Quite a bit	A great deal
To what extent does completing unnecessary bureaucratic tasks (e.g. "red tape") get in the way of doing your job?	10.0%	21.7%	36.4%	21.5%	10.3%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
My performance reviews are conducted on a regular basis	1.6%	5.4%	9.0%	47.4%	36.6%
My performance reviews provide me with useful feedback on my work	3.9%	10.9%	21.6%	40.5%	23.2%
I have regular opportunities to provide feedback about my supervisor's performance	13.4%	23.2%	20.2%	27.3%	16.0%
My supervisor supports me in pursuing learning and professional development opportunities	2.6%	5.0%	12.0%	33.5%	46.9%
My department or unit is doing a good job of retaining its most talented employees	11.9%	19.6%	23.0%	28.8%	16.7%
I am satisfied with my opportunities for promotion within Cornell	6.7%	14.4%	25.8%	33.5%	19.7%
I see myself still working at Cornell one year from now	3.0%	4.4%	14.5%	29.3%	48.8%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
My supervisor treats me with respect	2.0%	3.2%	7.6%	26.0%	61.2%
My supervisor does a good job recognizing the contributions of staff	2.9%	7.1%	11.9%	29.0%	49.1%
I trust my supervisor	4.0%	5.9%	13.4%	25.6%	51.2%
My supervisor meets with me regularly	2.9%	6.3%	9.6%	30.1%	51.1%
I am satisfied with my opportunities to take part in decision-making in my department/unit	6.3%	11.9%	17.3%	29.0%	35.5%
Within my department/unit, workforce policies are usually administered fairly and consistently	3.8%	10.2%	17.0%	41.9%	27.1%
Across departments or units at Cornell, workforce policies are usually administered fairly and consistently	6.6%	16.9%	34.0%	31.5%	11.0%
Others in my department/unit are willing to listen to me when I offer information or a different perspective	1.6%	4.9%	14.1%	49.1%	30.4%
I am treated fairly at Cornell without regard to my race, ethnic background, gender, religion, disability or sexual orientation	1.8%	4.7%	10.9%	49.9%	31.7%
The leadership of my college/division demonstrates a strong commitment to diversity and inclusion	2.7%	5.0%	17.6%	36.9%	37.7%
Cornell makes a strong effort to attract employees from diverse backgrounds	2.5%	5.6%	21.9%	39.7%	30.3%
Cornell prioritizes diversity, equity, and inclusion	2.0%	6.1%	24.0%	46.3%	21.4%
I feel a sense of belonging in my department/unit	4.0%	7.6%	15.8%	37.4%	35.3%
I feel a sense of belonging at Cornell	4.2%	8.6%	24.0%	37.7%	25.5%
	Never	Once	Sometimes	Often	Very often

During the past year, how often have you seen or heard someone in your department/unit make an insensitive, disparaging, or discriminatory comment?	63.2%	12.6%	19.9%	2.8%	1.5%
---	-------	-------	-------	------	------

During the past year, how often have you felt marginalized in your department/unit due to any element of your personal identity?	74.7%	8.0%	12.8%	2.9%	1.6%
--	-------	------	-------	------	------

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
University leadership has a clear vision for the future of the university	2.7%	7.9%	36.5%	41.0%	11.9%
University leadership is interested in hearing the ideas and opinions of staff members	7.7%	17.5%	35.3%	31.3%	8.2%
I have a clear understanding of the strategic goals and objectives of Cornell as a whole	4.3%	17.5%	33.2%	36.1%	9.0%
I understand how the work I do contributes to the strategic goals and objectives of the university	3.1%	9.9%	25.1%	44.5%	17.5%
I hear about university plans via rumors rather than through official university channels	6.7%	30.1%	31.1%	23.9%	8.2%
I am satisfied with the frequency of communication from University Leadership	3.5%	11.8%	36.6%	39.3%	8.9%
I am satisfied with the frequency of communication from my college/unit leadership	4.6%	12.5%	23.6%	42.5%	16.9%
The leadership of my department/unit treats people respectfully	2.8%	6.2%	15.5%	39.8%	35.7%
Overall, I think Cornell is moving in a positive direction	3.2%	6.4%	28.7%	44.1%	17.5%

	Not at all	A little	Some	A great deal
Source of stress: My health and safety	30.9%	25.4%	27.2%	16.6%
Source of stress: Personal finances/debt	15.9%	24.3%	26.9%	32.9%

Source of stress: Child care arrangements	59.9%	12.4%	13.0%	14.7%
Source of stress: Caring for someone who is ill, disabled, aging, and/or in need of special services	44.1%	19.5%	18.8%	17.7%
Source of stress: Cost and availability of housing	35.7%	18.8%	19.5%	26.0%
Sources of stress: Loneliness/social isolation	53.2%	20.3%	17.2%	9.3%
Source of stress: Concern about the security of my position at Cornell	41.4%	28.1%	20.4%	10.1%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
How satisfied are you with your life outside Cornell?	1.7%	5.3%	8.1%	40.4%	44.5%

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The university provides support to help me manage my work and personal life responsibilities	3.6%	10.1%	29.2%	43.8%	13.3%
My supervisor provides support to help me manage my work and personal life responsibilities	2.9%	6.5%	14.8%	40.0%	35.8%
I am aware of the resources Cornell provides to support employees' mental and emotional wellbeing	1.1%	3.6%	10.4%	58.0%	26.9%
I can easily find information concerning the benefits and wellbeing programs available to me	2.0%	7.0%	15.7%	52.3%	23.1%
The Employee Assembly represents my interests well	4.2%	8.6%	60.2%	21.1%	5.9%

	Fully in-person	Fully remote	A mix of in-person and remote
Is your position currently?	41.5%	15.9%	42.5%

	I do not directly supervise employees	I directly supervise 5 or fewer employees	I directly supervise 6 to 10 employees	I directly supervise more than 10 employees
Do you have supervisory responsibilities (excluding student employees)?	69.1%	19.3%	6.8%	4.8%

	No	Yes
Do you have a disability?	76.9%	23.1%

	No	Yes
Are you a veteran of the U.S. military/armed forces?	96.2%	3.8%

	Selected
Woman	62.2%
Man	32.1%
Non-binary or transgender	1.7%
Another gender identity	.2%
Prefer not to disclose	3.7%

	Selected
Hereosexual or straight	79.8%
Gay, lesbian, bisexual, or queer	11.0%
Questioning	.8%
Another sexual orientation	.8%
Prefer not to disclose	7.8%

	Selected
Hispanic or Latino	3.7%
American Indian or Alaskan Native	1.8%
Asian	4.4%
Black or African American	3.7%
Native Hawaiian or Other Pacific Islander	.1%
White	78.4%
Another race or ethnicity	2.8%

Prefer not to disclose

5.0%