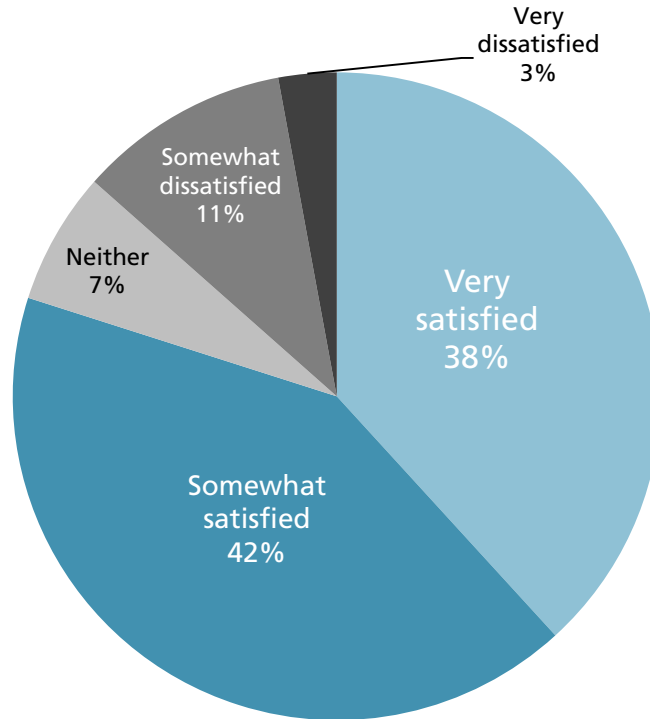# About the Employee Survey

President David Skorton initiated the Cornell Employee Survey in response to a resolution from the Employee Assembly calling for a study to better understand staff engagement. The resulting survey was administered from October 25 to November 18, 2011. Seventy percent of invited employees responded to the survey, with 5165 surveys submitted over the web and 482 surveys submitted on paper. The survey had 60 multiple-choice questions and one open-ended item. The average completion time for the web-based survey was 11 minutes.

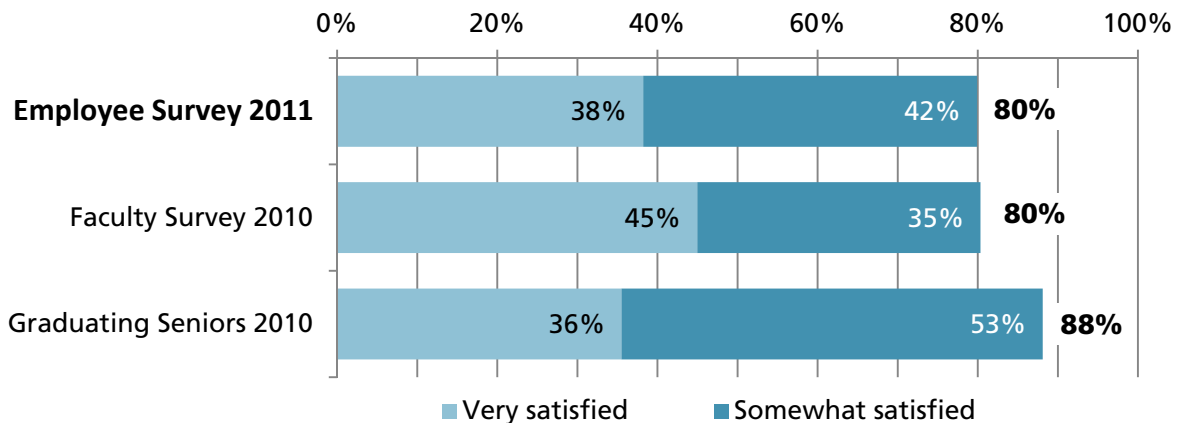## Overall Satisfaction

Overall, how satisfied are you with your job at Cornell?

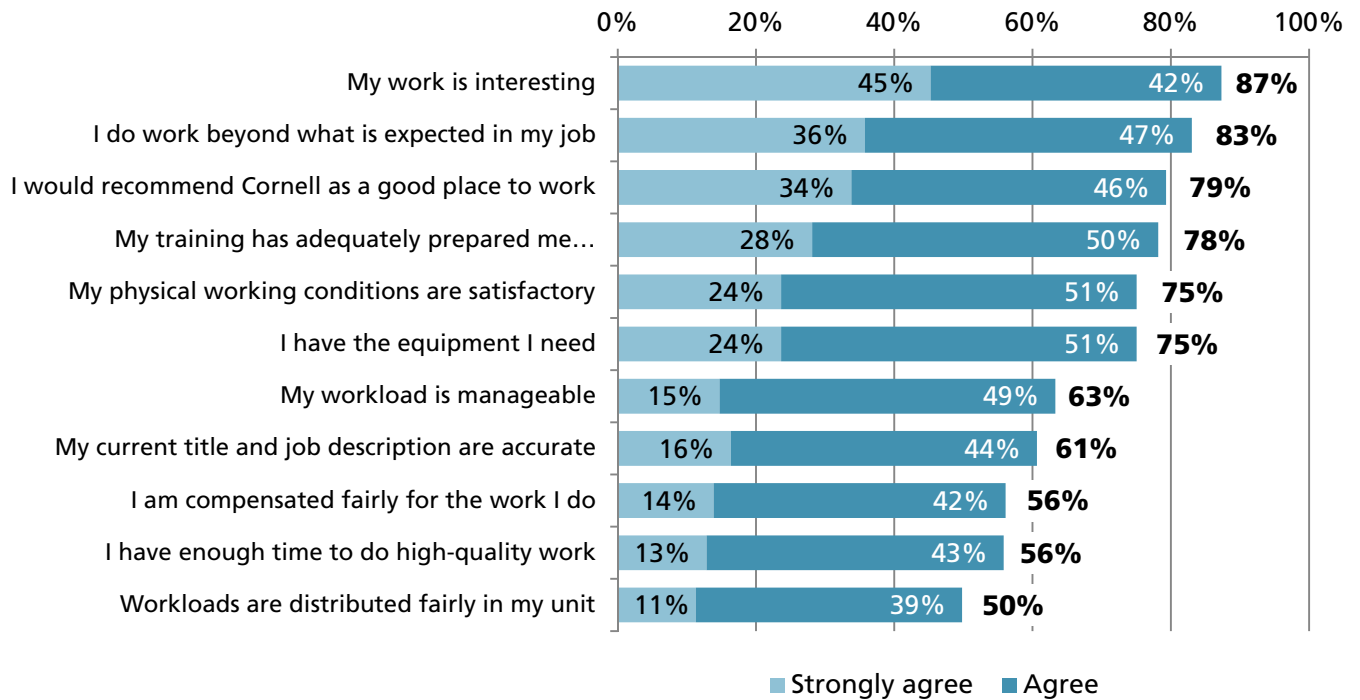Other populations at Cornell have been asked similar questions:
- Tenured and tenure-track faculty were asked in Fall 2010, "Overall, how satisfied are you being a faculty member at Cornell?"
- Graduating seniors were asked in Spring 2010, "Overall, how satisfied have you been with your undergraduate education?"

Your Job

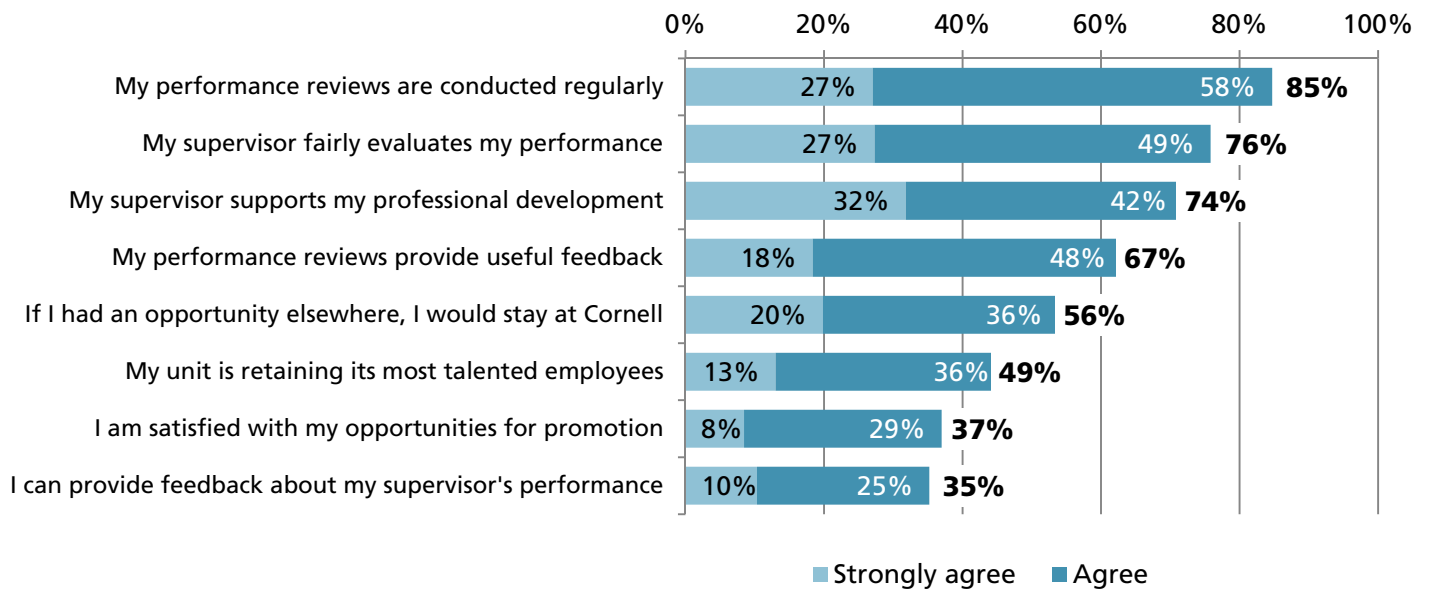How much do you agree or disagree with the following statements?　("Not applicable" responses excluded.)

Statement	Strongly agree	Agree	Total
My work is interesting	45%	42%	87%
I do work beyond what is expected in my job	36%	47%	83%
I would recommend Cornell as a good place to work	34%	46%	79%
My training has adequately prepared me…	28%	50%	78%
My physical working conditions are satisfactory	24%	51%	75%
I have the equipment I need	24%	51%	75%
My workload is manageable	15%	49%	63%
My current title and job description are accurate	16%	44%	61%
I am compensated fairly for the work I do	14%	42%	56%
I have enough time to do high-quality work	13%	43%	56%
Workloads are distributed fairly in my unit	11%	39%	50%

■ Strongly agree　■ Agree

Career Development

How much do you agree or disagree with the following statements?　("Not applicable" responses excluded.)

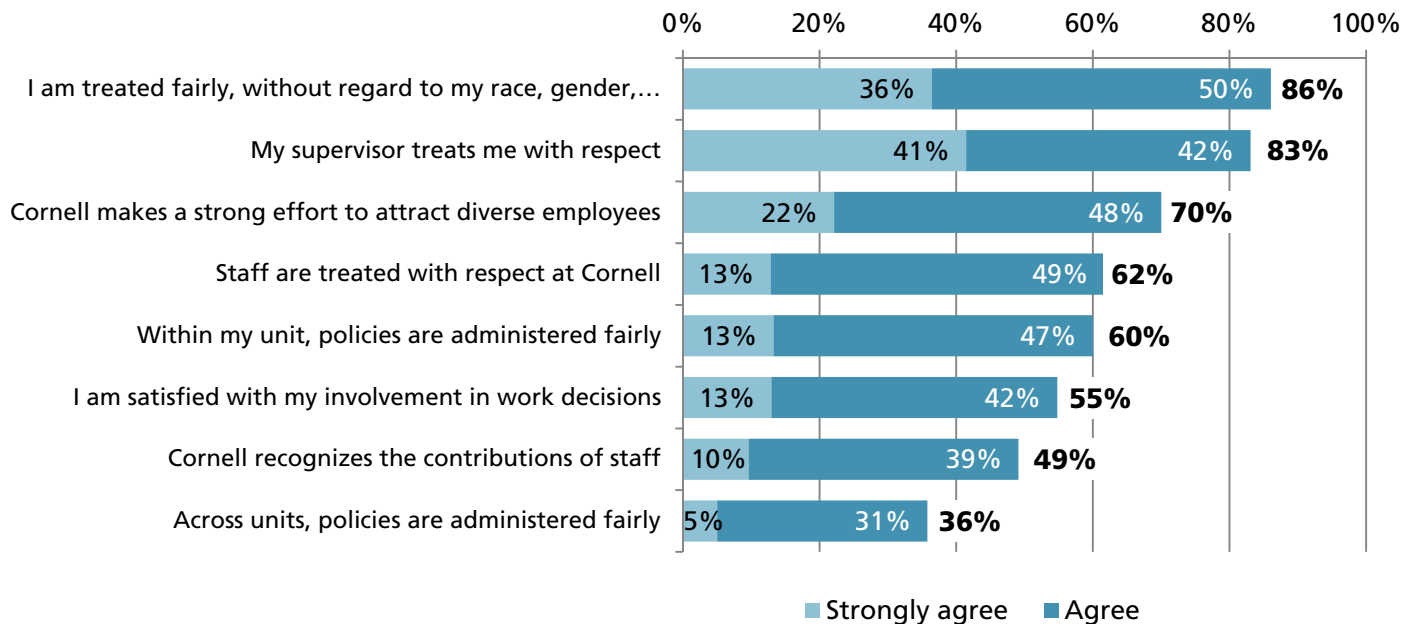| Statement	Strongly agree	Agree	Total
My performance reviews are conducted regularly	27%	58%	85%
My supervisor fairly evaluates my performance	27%	49%	76%
My supervisor supports my professional development	32%	42%	74%
My performance reviews provide useful feedback	18%	48%	67%
If I had an opportunity elsewhere, I would stay at Cornell	20%	36%	56%
My unit is retaining its most talented employees	13%	36%	49%
I am satisfied with my opportunities for promotion	8%	29%	37%
I can provide feedback about my supervisor's performance	10%	25%	35%

■ Strongly agree　■ Agree

Note:　Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please see the survey instrument at http://www.dpb.cornell.edu/documents/1000486.pdf

Respect & Fairness

How much do you agree or disagree with the following statements?   ("Not applicable" responses excluded.)

Statement	Strongly agree	Agree	Total
I am treated fairly, without regard to my race, gender,…	36%	50%	86%
My supervisor treats me with respect	41%	42%	83%
Cornell makes a strong effort to attract diverse employees	22%	48%	70%
Staff are treated with respect at Cornell	13%	49%	62%
Within my unit, policies are administered fairly	13%	47%	60%
I am satisfied with my involvement in work decisions	13%	42%	55%
Cornell recognizes the contributions of staff	10%	39%	49%
Across units, policies are administered fairly	5%	31%	36%

■ Strongly agree   ■ Agree
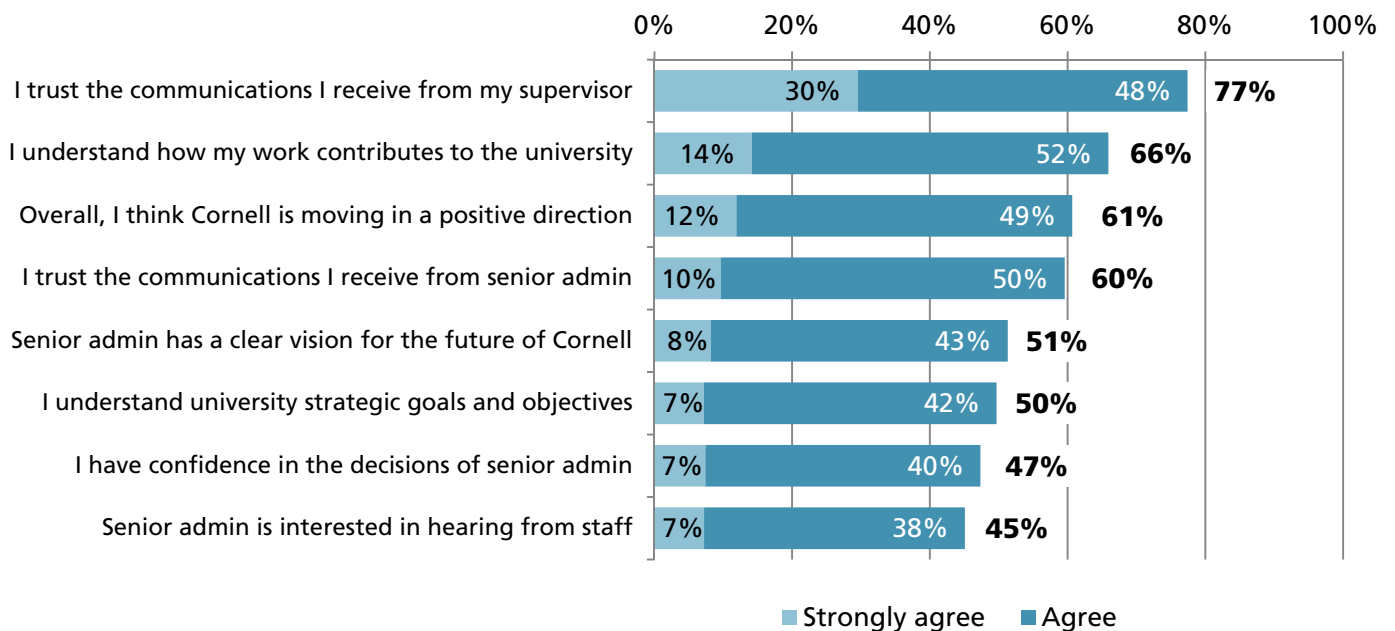
Leadership & Direction

How much do you agree or disagree with the following statements?   ("Not applicable" responses excluded.)

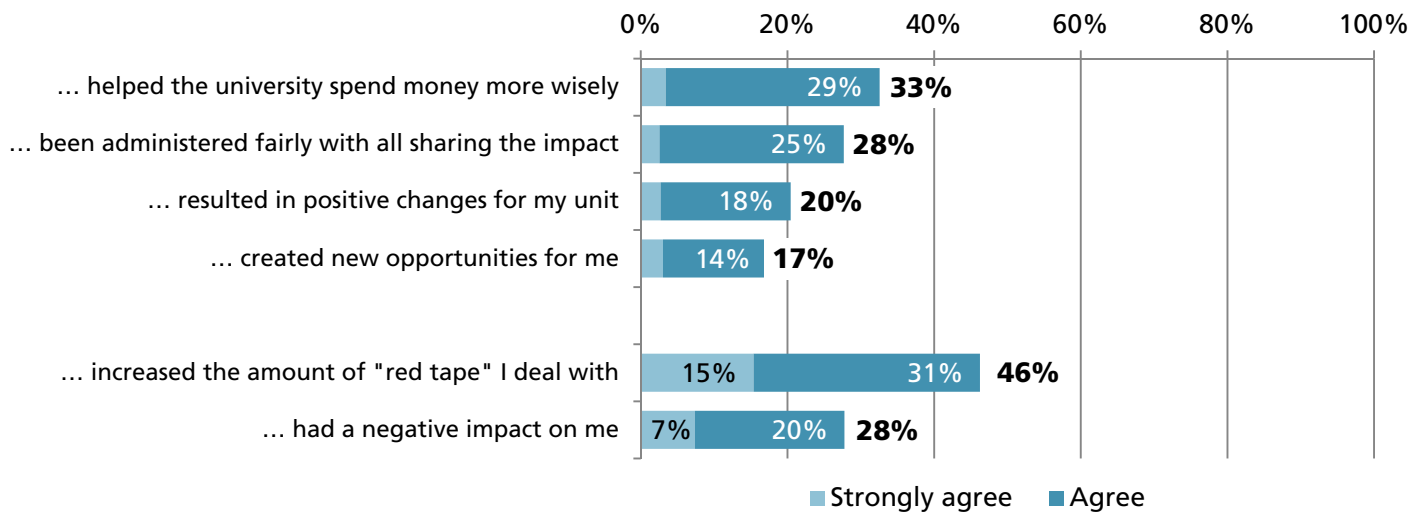| Statement	Strongly agree	Agree	Total
I trust the communications I receive from my supervisor	30%	48%	77%
I understand how my work contributes to the university	14%	52%	66%
Overall, I think Cornell is moving in a positive direction	12%	49%	61%
I trust the communications I receive from senior admin	10%	50%	60%
Senior admin has a clear vision for the future of Cornell	8%	43%	51%
I understand university strategic goals and objectives	7%	42%	50%
I have confidence in the decisions of senior admin	7%	40%	47%
Senior admin is interested in hearing from staff	7%	38%	45%

■ Strongly agree   ■ Agree

Note: Due to space constraints in this document, question wording has been truncated in some cases. For actual question wording, please see the survey instrument at http://www.dpb.cornell.edu/documents/1000486.pdf

Recent organizational changes have…

How much do you agree or disagree with the following statements? ("Not applicable" responses excluded.)

Statement	Strongly agree	Agree	Total
… helped the university spend money more wisely		29%	**33%**
… been administered fairly with all sharing the impact		25%	**28%**
… resulted in positive changes for my unit		18%	**20%**
… created new opportunities for me		14%	**17%**
… increased the amount of "red tape" I deal with	15%	31%	**46%**
… had a negative impact on me	7%	20%	**28%**

■ Strongly agree ■ Agree
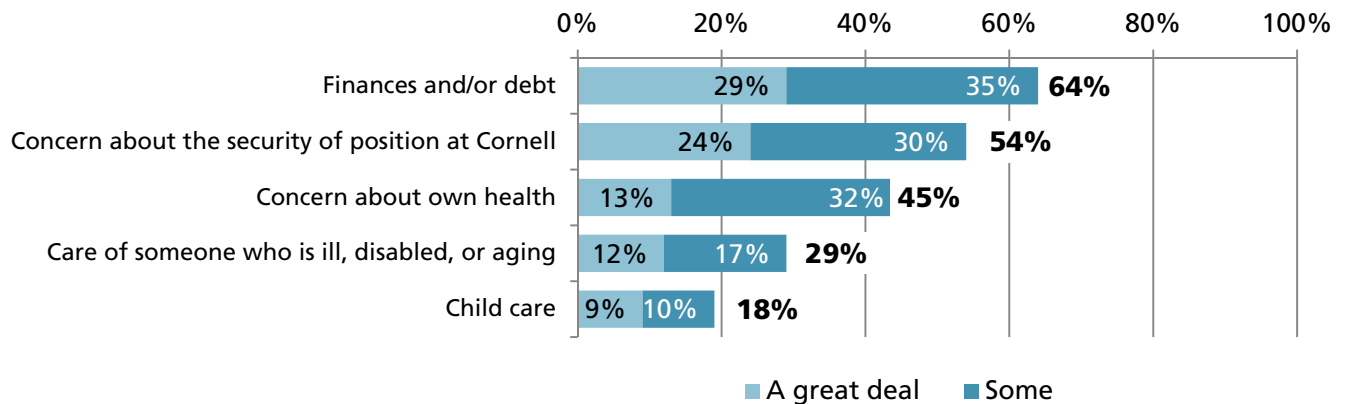
Life Outside the University

To what extent are the following sources of stress for you? ("Not applicable" responses <u>included</u> in denominator.)

Statement	A great deal	Some	Total
Finances and/or debt	29%	35%	**64%**
Concern about the security of position at Cornell	24%	30%	**54%**
Concern about own health	13%	32%	**45%**
Care of someone who is ill, disabled, or aging	12%	17%	**29%**
Child care	9%	10%	**18%**

■ A great deal ■ Some

How much do you agree or disagree with the following statements? ("Not applicable" responses excluded.)

Statement	Strongly agree	Agree	Total
The university's benefit programs meet my needs	15%	56%	**71%**
My supervisor helps staff balance work & family	24%	45%	**69%**
I can find information concerning policies and benefits	12%	55%	**67%**
The university helps staff balance work & family	9%	52%	**62%**

■ Strongly agree ■ Agree