PRELIMINARY RESULTS

Massachusetts Institute of Technology

2008 MIT Faculty Quality of Life Survey

Overall Frequencies and Charts
Tenured and Tenure-Track Faculty
March 2008

Introduction

On January 28, 2008, all tenured faculty, tenure-track faculty*, and other instructional staff** were invited to participate in a Faculty Quality of Life Survey. The web survey examined a number of issues concerning quality of life at MIT, including workload and work-related stressors, departmental climate, mentoring, the tenure and promotion process, and the balance between work and personal/family life. The survey closed on March 16, 2008.

The overall response rate for tenured and tenure-track faculty was 69% (708 total responses).

This report provides unweighted frequencies for each question on the survey, along with summary charts.

Note about the charts used in this report: Some of the questions on the survey had options for "Not applicable," "Don't know," or "Insufficient information to assess." The percentages for these responses are shown in the data tables. In the charts, these responses are counted as missing so that only applicable responses are graphed for comparison. As a result, the percentages in the charts may not match the percentages in the tables.

Tenure-track faculty are Associate Professors without Tenure and Assistant Professors.

*** Instructional staff include Adjunct Faculty, Professors of the Practice, Instructors, Technical Instructors, Lecturers, and Senior Lecturers.*

Questions about the survey should be directed to facultysurvey@mit.edu.

Table of Contents

Response Rates by Rank, School, Gender, Race/Ethnicity, and Age

		# of Respondents	Response Rate	% of Respondents	% of Population
Overall		708	69%		
Rank	Tenured	519	67%	73%	76%
	Tenure-track	189	77%	27%	24%
School	Architecture and Planning	60	73%	8%	8%
	Engineering	265	70%	37%	37%
	Humanities, Arts, and Social Sciences	126	80%	18%	15%
	Science	185	64%	26%	28%
	Sloan School of Management	63	61%	9%	10%
	Whitaker College	6	50%	1%	1%
Gender	Female	153	79%	22%	19%
	Male	555	67%	78%	81%
Race/Ethnicity	Asian or Pacific Islander	79	66%	11%	12%
	Black or African American	22	79%	3%	3%
	Hispanic or Latino	13	59%	2%	2%
	White	572	69%	81%	81%
	Other or Unknown	22	88%	3%	2%
Age	Less than 35	77	75%	11%	10%
	35-44	212	77%	30%	27%
	45-54	155	71%	22%	21%
	55-64	150	67%	21%	22%
	65+	114	56%	16%	20%

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

	%	N
Very dissatisfied	6.7%	46
Somewhat dissatisfied	9.3%	64
Neither satisfied nor dissatisfied	3.5%	24
Somewhat satisfied	30.0%	207
Very satisfied	50.6%	349
Total	100.0%	690

Overall Satisfaction
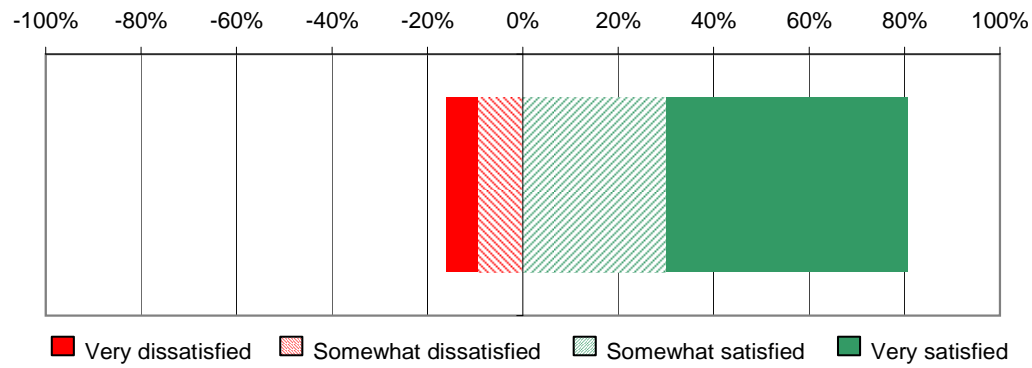
Specify the degree to which you are satisfied with each of the following: COMPENSATION

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Salary	6.6%	18.8%	12.7%	38.3%	22.9%	0.7%	677
Start-up funds	5.3%	11.7%	11.6%	20.1%	18.0%	33.3%	666
Benefits (e.g., medical, retirement)	1.5%	8.2%	10.3%	35.5%	43.4%	1.2%	671

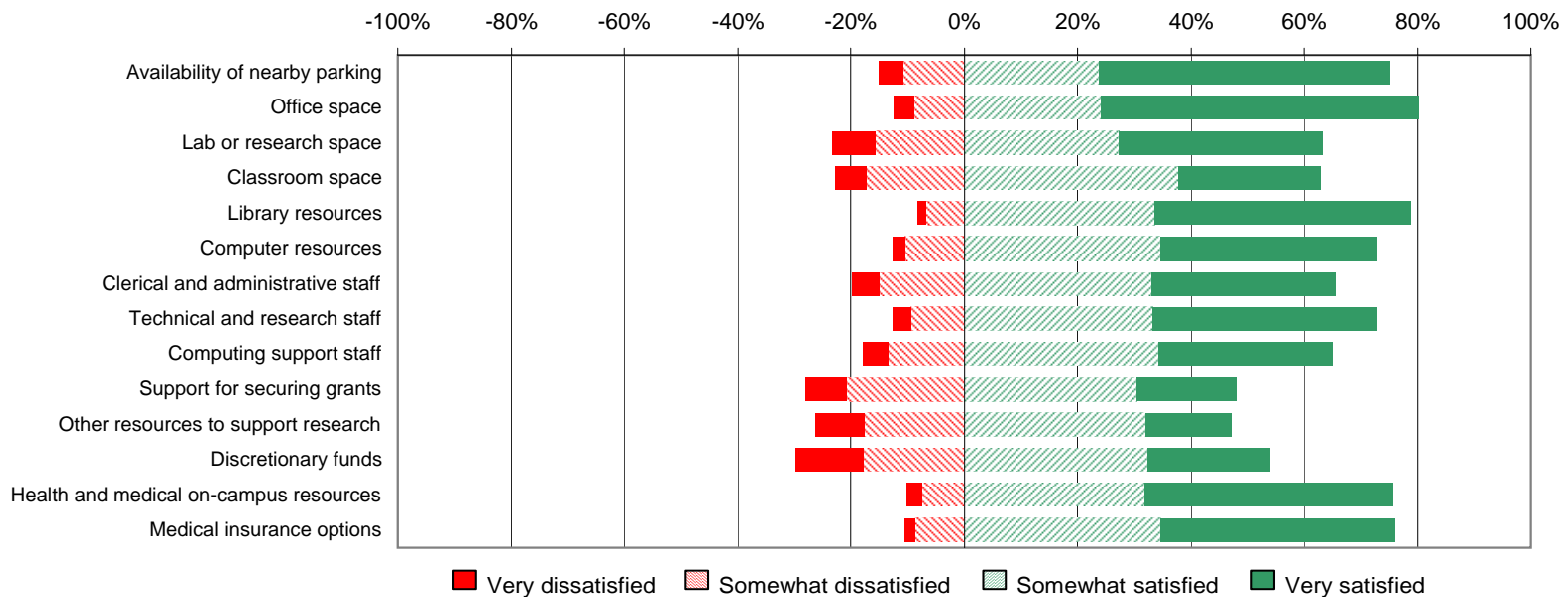**Satisfaction with Compensation**

'Not applicable' counted as missing

Specify the degree to which you are satisfied with each of the following: RESOURCES

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Availability of nearby parking	3.4%	9.1%	8.3%	19.7%	42.6%	16.9%	674
Office space	3.4%	8.9%	7.6%	24.0%	55.9%	0.3%	675
Lab or research space	5.8%	11.8%	10.1%	20.7%	27.2%	24.4%	672
Classroom space	5.5%	16.7%	14.0%	36.6%	24.7%	2.5%	672
Library resources	1.5%	6.7%	12.4%	32.6%	44.0%	2.8%	671
Computer resources	1.9%	10.3%	14.3%	33.5%	37.1%	2.8%	671
Clerical and administrative staff	4.9%	14.9%	14.3%	32.9%	32.6%	0.4%	672
Technical and research staff	2.4%	7.4%	11.4%	25.8%	30.9%	22.1%	664
Computing support staff	4.3%	12.7%	16.4%	32.5%	29.5%	4.6%	671
Support for securing grants	6.6%	18.6%	21.5%	27.3%	16.1%	10.0%	671
Other resources to support research	7.5%	15.1%	22.9%	27.4%	13.3%	13.9%	656
Discretionary funds	11.5%	17.0%	15.7%	30.9%	20.9%	4.0%	670
Health and medical on-campus resources	2.4%	6.7%	12.5%	28.2%	38.9%	11.3%	671
Medical insurance options	1.8%	8.6%	13.1%	33.6%	40.1%	2.9%	666

Satisfaction with Resources

Legend: Very dissatisfied | Somewhat dissatisfied | Somewhat satisfied | Very satisfied
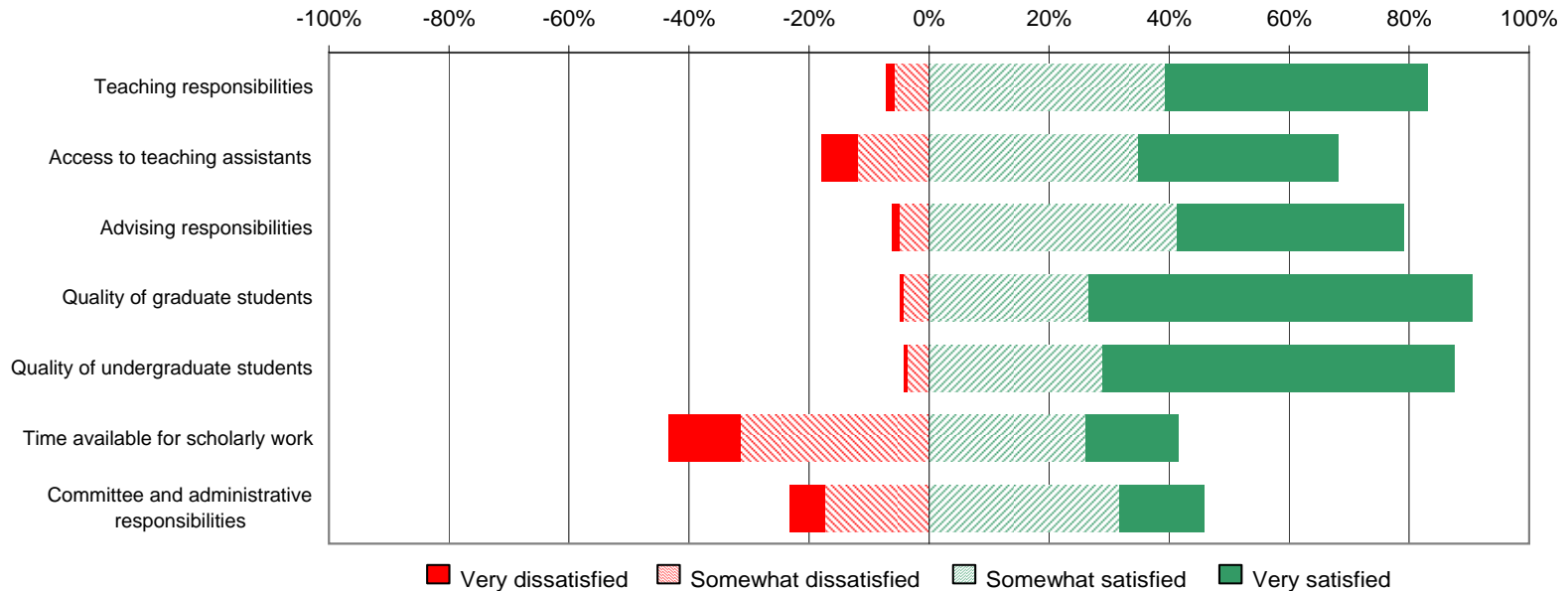
'Not applicable' counted as missing

Specify the degree to which you are satisfied with each of the following: TEACHING/ADVISING/RESEARCH/ADMINISTRATIVE SERVICE

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
Teaching responsibilities	1.5%	5.6%	9.3%	38.3%	42.7%	2.5%	674
Access to teaching assistants	5.5%	10.7%	12.4%	31.6%	30.3%	9.5%	671
Advising responsibilities	1.2%	4.8%	14.2%	40.2%	36.8%	2.8%	669
Quality of graduate students	0.6%	4.0%	4.3%	25.1%	60.5%	5.5%	673
Quality of undergraduate students	0.4%	3.4%	7.6%	26.9%	54.6%	7.0%	669
Time available for scholarly work	11.9%	31.1%	14.7%	25.9%	15.2%	1.3%	673
Committee and administrative responsibilities	5.8%	17.0%	30.3%	31.1%	13.9%	1.9%	671

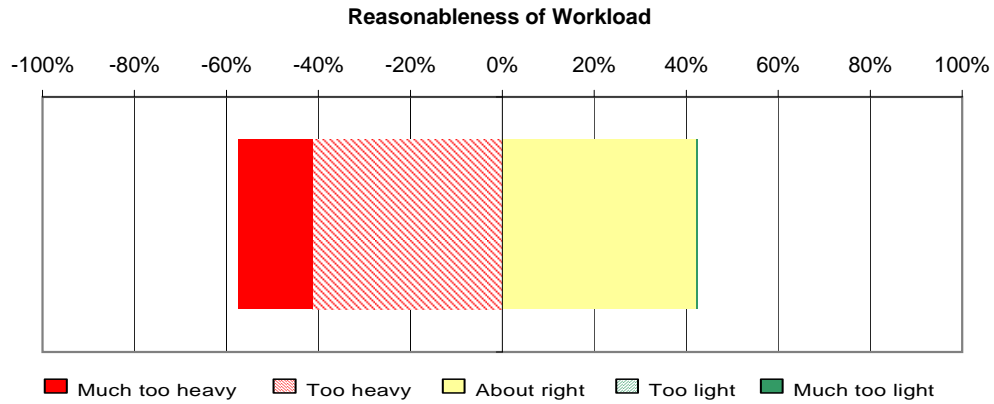**Satisfaction with Teaching/Advising/Research/Administrative Service**

'Not applicable' counted as missing

Overall, how would you rate the reasonableness of your workload?

	%	N
Much too light	0.3%	2
Too light	0.0%	0
About right	42.2%	242
Too heavy	41.3%	237
Much too heavy	16.2%	93
Total	100.0%	574

Reasonableness of Workload

Teaching undergraduate classes (classes primarily for undergraduate students)

	Mean	Percentile 25	Median	Percentile 75	N
How many UNDERGRADUATE classes (excluding independent studies) did you teach during the 2007 calendar year, including IAP 2007, Spring 2007 and Fall 2007?	1.3	0.0	1.0	2.0	598
How many students, total, did you teach in these UNDERGRADUATE classes?*	75.0	30.0	50.0	96.0	427
How many TAs, total, did you work with in these UNDERGRADUATE classes?*	2.2	1.0	2.0	3.0	430
How many of these UNDERGRADUATE classes were close to your research interests?*	0.9	0.0	1.0	1.0	427

* Among faculty who reported teaching at least one undergraduate class

Teaching graduate classes (classes primarily for graduate/professional students)

	Mean	Percentile 25	Median	Percentile 75	N
How many GRADUATE classes (excluding independent studies) did you teach during the 2007 calendar year, including IAP 2007, Spring 2007 and Fall 2007?	1.2	0.0	1.0	2.0	613
How many students, total, did you teach in these GRADUATE classes?*	45.1	15.0	30.0	50.0	413
How many TAs, total, did you work with in these GRADUATE classes?*	1.0	0.0	1.0	2.0	418
How many of these GRADUATE classes were close to your research interests?*	1.3	1.0	1.0	2.0	417

* Among faculty who reported teaching at least one graduate class

How many of each of the following types of advisees do you have now:

	Mean	Percentile 25	Median	Percentile 75	N
Undergraduate students: Total	5.3	1.0	5.0	8.0	589
Undergraduate students: Women	2.6	0.0	2.0	4.0	516
Undergraduate students: Underrepresented minorities	0.8	0.0	0.0	1.0	483
Graduate students: Total	5.6	2.0	5.0	8.0	616
Graduate students: Women	2.0	0.0	1.0	3.0	564
Graduate students: Underrepresented minorities	0.5	0.0	0.0	1.0	528
Postdoctoral associates or fellows: Total	1.5	0.0	1.0	2.0	565
Postdoctoral associates or fellows: Women	0.5	0.0	0.0	1.0	428
Postdoctoral associates or fellows: Underrepresented minorities	0.1	0.0	0.0	0.0	412
Informal student advisees: Total	3.5	0.0	2.0	4.0	514
Informal student advisees: Women	2.1	0.0	1.0	2.0	422
Informal student advisees: Underrepresented minorities	0.7	0.0	0.0	1.0	395

Please indicate the number of committees (formal and ad hoc) you served on within the last year, excluding thesis committees:

	Mean	Percentile 25	Median	Percentile 75	N
Departmental committees	2.2	1.0	2.0	3.0	630
Other Institute committees	1.1	0.0	1.0	2.0	597
External committees or boards related to your discipline (e.g., accreditation, editor of a journal; officer of a professional association)	2.2	1.0	2.0	3.0	604

Have you ever served in any of the following administrative capacities? (check all that apply)

		Never	Serving currently or served within the past five academic years	Served prior to the past five academic years	Total
Chair of department	# of Responses	497	50	56	603
	% of Responses	82.4%	8.3%	9.3%	100.0%
	% of Respondents	83.4%	8.4%	9.4%	101.2%
Director of a center, program, or institute	# of Responses	429	122	73	624
	% of Responses	68.8%	19.6%	11.7%	100.0%
	% of Respondents	71.6%	20.4%	12.2%	104.2%
Dean, associate dean, or assistant dean	# of Responses	546	20	10	576
	% of Responses	94.8%	3.5%	1.7%	100.0%
	% of Respondents	95.0%	3.5%	1.7%	100.2%
Chair of a promotion/tenure committee	# of Responses	360	173	114	647
	% of Responses	55.6%	26.7%	17.6%	100.0%
	% of Respondents	59.5%	28.6%	18.8%	106.9%
Other administrative capacity	# of Responses	277	158	60	495
	% of Responses	56.0%	31.9%	12.1%	100.0%
	% of Respondents	59.2%	33.8%	12.8%	105.8%

Note: '% of Respondents' rows add to more than 100% because faculty could check more than one item.

If so, did you receive TEACHING RELIEF in exchange for taking on this administrative responsibility:

	Yes	No	Not applicable	N
Chair of department	34.2%	16.7%	49.1%	234
Director of a center, program, or institute	24.1%	43.7%	32.2%	261
Dean, associate dean, or assistant dean	16.2%	15.0%	68.9%	167
Chair of a promotion/tenure committee	2.7%	73.4%	23.9%	301
Other administrative capacity	19.7%	51.0%	29.3%	249

In the past twelve months, how many of each of the following did you submit:

	Mean	Percentile 25	Median	Percentile 75	N
Papers for publication in peer-reviewed journals	4.1	2.0	3.0	6.0	616
Papers for presentation at conferences	4.1	2.0	3.0	6.0	607
Books: authored	0.2	0.0	0.0	0.0	558
Books: edited	0.1	0.0	0.0	0.0	545
Chapters in books	0.7	0.0	0.0	1.0	566
Other scholarly or creative works	1.1	0.0	0.0	1.0	252
Grant proposals	2.8	1.0	2.0	4.0	549

During an academic year, how many hours is your typical work week?

Mean	Percentile 25	Median	Percentile 75	N
60.4	50.0	60.0	70.0	598

Division of Time: As you think about how you spend your time in an academic year, how many hours do you spend on each of the following work-related activities in a typical week:

	Mean	Percentile 25	Median	Percentile 75	N
Teaching (including preparing materials for class, lecturing, etc.)	13.8	10.0	12.0	18.0	599
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	11.2	5.0	10.0	15.0	598
Scholarship or conducting research (including writing, attending professional meetings, etc.)	19.5	10.0	18.0	25.0	600
Fulfilling administrative responsibilities/committee work/university service	10.5	4.0	8.0	12.0	592
External paid consulting	2.0	0.0	0.0	4.0	529
Other work-related activities	7.4	2.0	5.0	10.0	220

During a typical week during the academic year, how many hours of sleep do you get, on average, each night?

Mean	Percentile 25	Median	Percentile 75	N
6.6	6.0	7.0	7.0	618

How many hours a day do you typically spend reading and answering email?

Mean	Percentile 25	Median	Percentile 75	N
2.8	2.0	2.0	3.0	614

Do you handle your email or does someone else screen email for you?

	%	N
I handle my email	99.2%	621
Someone else screens my email for me	0.8%	5
Total	100.0%	626

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	N
Timing of departmental meetings and functions	48.6%	42.6%	6.4%	2.4%	613
Managing a research group or grant (e.g., finances, personnel)	24.6%	44.7%	20.8%	9.9%	615
Securing funding for research	18.8%	40.3%	34.1%	6.8%	621
Scholarly productivity	19.0%	48.5%	31.8%	0.8%	617
Teaching responsibilities	22.7%	59.2%	15.9%	2.3%	618
Advising responsibilities	45.1%	46.4%	7.6%	0.8%	616
Committee and/or administrative responsibilities	33.8%	46.7%	18.1%	1.5%	613
Review/promotion process	40.7%	32.1%	16.1%	11.1%	614
Departmental or campus politics	49.5%	29.7%	16.2%	4.6%	612
Bias/discrimination/unfairness in procedures	70.7%	15.8%	5.0%	8.5%	614

Source of Stress over Past 12 Months
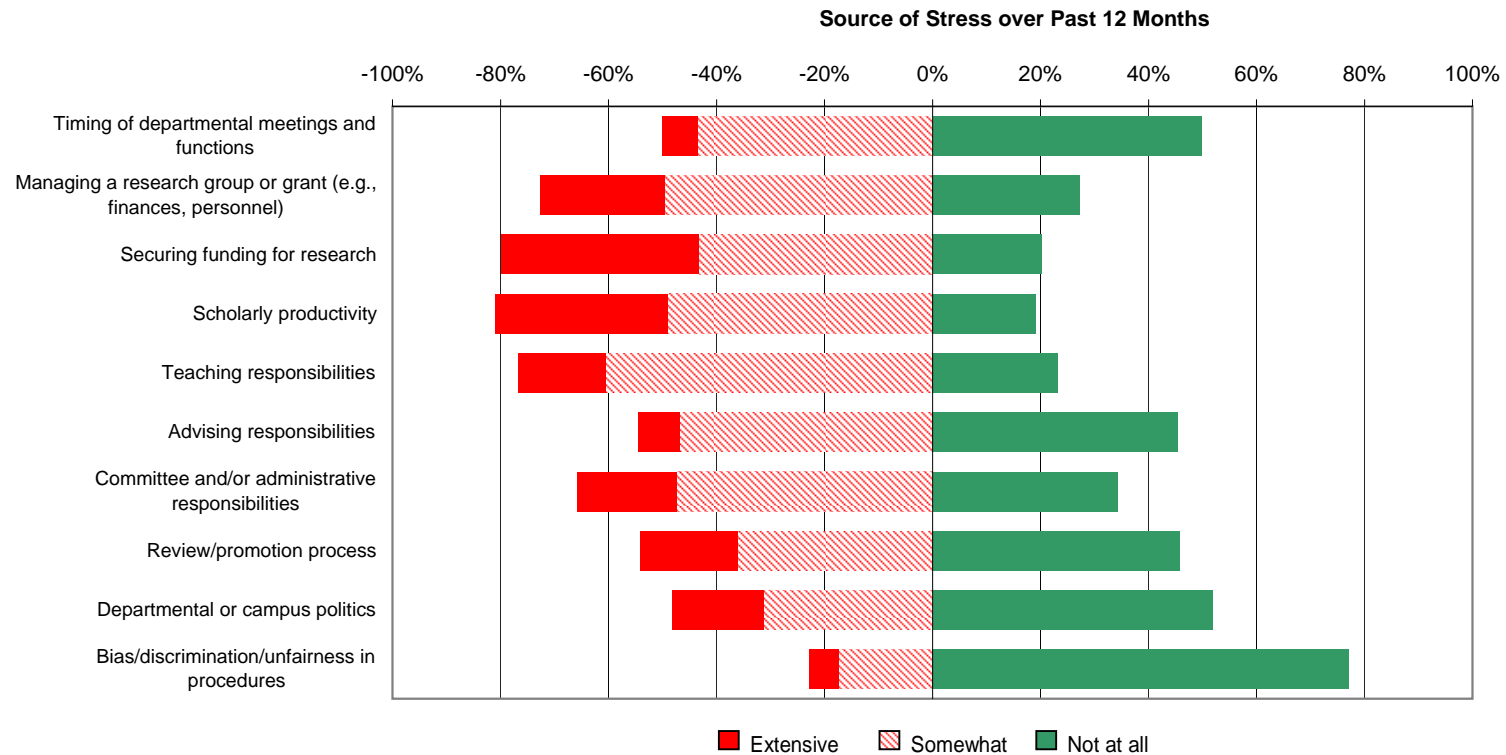
'Not applicable' counted as missing

Have you perceived that another faculty member at MIT did not give you appropriate credit for your work (e.g., as co-author of a grant proposal, co-author of a publication, contributions of service to a committee or departmental task, etc.)?

	%	N
Not at all	77.6%	486
To some extent	17.3%	108
To a large extent	5.1%	32
Total	100.0%	626

Using as an example a course that is typical of the type of courses you teach, what percentage of class time do you devote to classes primarily for UNDERGRADUATE STUDENTS:

	Mean	Percentile 25	Median	Percentile 75	N
Lecture	61.1	50.0	67.0	80.0	431
Discussion	24.1	10.0	20.0	30.0	417
In-class problems, exercises, writing, etc.	17.6	0.0	10.0	25.0	367

Using as an example a course that is typical of the type of courses you teach, what percentage of class time do you devote to classes primarily for GRADUATE/PROFESSIONAL STUDENTS:

	Mean	Percentile 25	Median	Percentile 75	N
Lecture	59.6	40.0	65.0	80.0	451
Discussion	32.4	15.0	25.0	50.0	444
In-class problems, exercises, writing, etc.	11.5	0.0	5.0	15.0	351

Do students work in groups or teams during class time in your courses:

	Yes	No	N
In classes primarily for undergraduates	42.3%	57.7%	504
In classes primarily for graduate/professional students	34.4%	65.6%	508

Do you keep up to date with developments in teaching and learning in your field?

	%	N
Yes	78.5%	470
No	21.5%	129
Total	100.0%	599

What is your primary source of assistance for your use of technology for classroom teaching?

	%	N
TA/RA	24.7%	148
Consultant/staff from central organization (IS&T/Academic Computing, Libraries, DUE, OCW, OEIT, ACCORD)	5.3%	32
Departmental staff	11.5%	69
Self	48.7%	292
Other	2.5%	15
Not applicable	7.2%	43
Total	100.0%	599

What is your level of satisfaction with this source of support?

	%	N
Very dissatisfied	6.9%	41
Somewhat dissatisfied	17.3%	102
Neither satisfied nor dissatisfied	22.7%	134
Somewhat satisfied	22.2%	131
Very satisfied	18.5%	109
Not applicable	12.4%	73
Total	100.0%	590

Please indicate your agreement or disagreement with the following statements. Some of the questions refer to treatment or perceptions based on race/ethnicity. For our purposes, a minority is defined as African American, Latino/a (Hispanic), or Native American.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	N
My colleagues value my research/scholarship.	2.8%	7.7%	10.2%	38.8%	40.0%	0.5%	608
My colleagues value my contributions to teaching.	3.1%	6.6%	14.4%	34.7%	37.7%	3.5%	605
My colleagues value my service and administrative contributions.	2.5%	6.3%	21.0%	35.3%	31.3%	3.7%	601
I am satisfied with opportunities to collaborate with faculty in my primary department.	4.1%	11.9%	16.3%	30.1%	36.1%	1.5%	607
I am satisfied with opportunities to collaborate with faculty in other departments at MIT.	2.6%	10.0%	19.3%	32.0%	28.7%	7.4%	607
I feel I am given the opportunity to serve on important committees.	5.1%	7.5%	20.1%	23.5%	33.2%	10.6%	603
I feel I am given the opportunity to assume important administrative responsibilities.	6.7%	6.7%	21.2%	20.5%	30.6%	14.3%	595
Interdisciplinary research is recognized and rewarded by my department.	7.0%	11.7%	19.2%	28.9%	30.4%	2.8%	599
My chair/director/dean creates a collegial and supportive environment.	5.9%	7.4%	13.8%	24.4%	47.0%	1.5%	607
My chair/director/dean helps me obtain the resources I need.	9.9%	11.3%	18.5%	25.5%	29.3%	5.5%	604
I have a voice in the decision-making that affects the direction of my department.	8.3%	8.8%	13.6%	31.3%	35.0%	3.0%	603
I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.	2.7%	5.7%	15.6%	37.3%	36.0%	2.8%	598
My department is a good fit for me.	2.5%	8.4%	11.9%	26.8%	50.1%	0.3%	605
My department is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental obligations.	3.3%	7.6%	16.1%	31.1%	35.7%	6.1%	602
My department values time spent on non-MIT activities.	6.9%	16.4%	35.3%	19.1%	14.6%	7.7%	597
It is important to my department that I am physically in my office or lab.	8.7%	17.5%	38.2%	23.9%	7.9%	3.9%	595
I would feel comfortable taking a leave for personal reasons.	8.1%	18.5%	21.5%	29.0%	19.8%	3.2%	596

Agreement with Statements about Work Environment
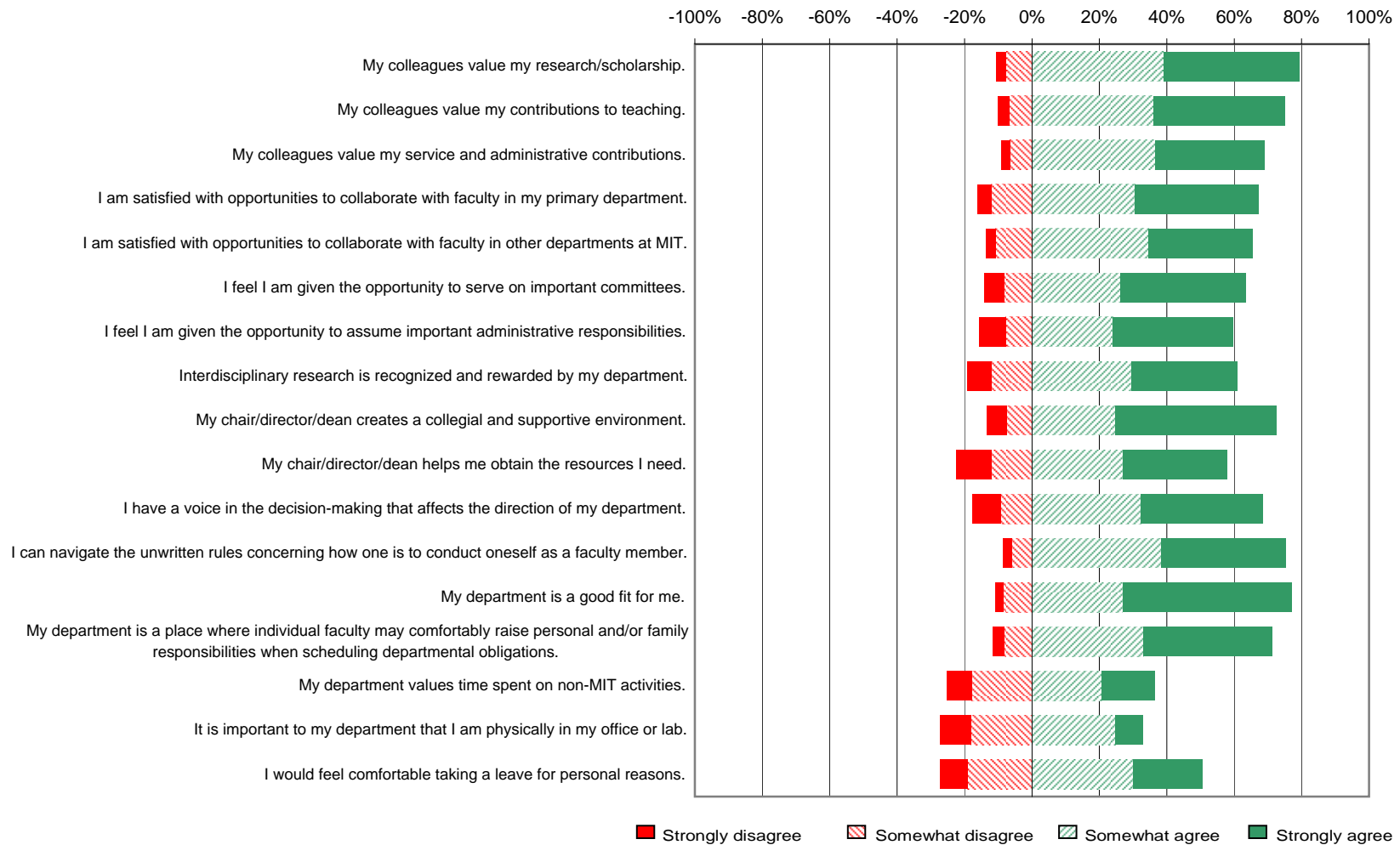
Legend: ■ Strongly disagree   ▨ Somewhat disagree   ▨ Somewhat agree   ■ Strongly agree
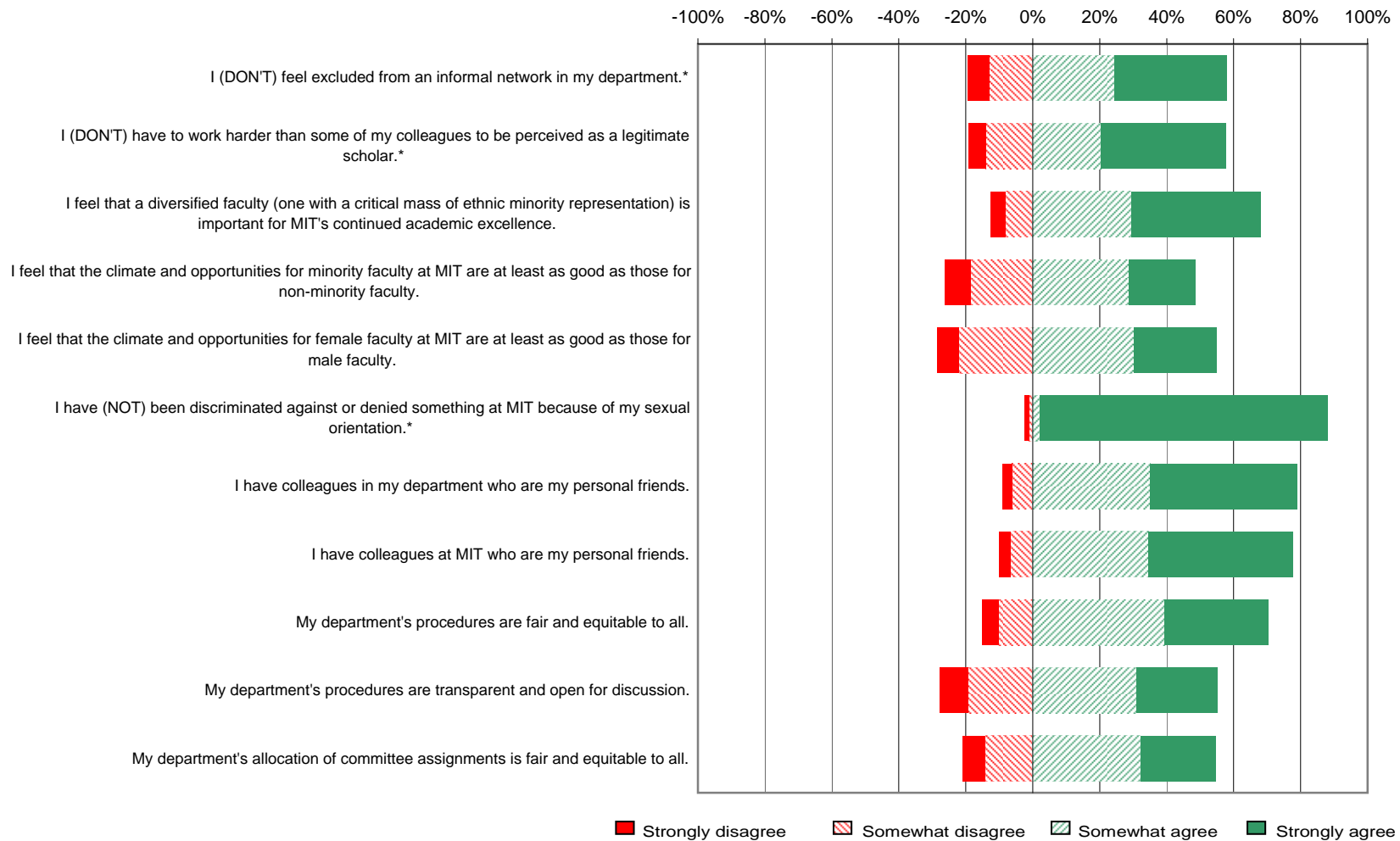
'Not applicable' counted as missing

Please indicate your agreement or disagreement with the following statements: (cont'd)

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable	N
I feel excluded from an informal network in my department.	33.2%	24.1%	22.4%	12.6%	6.5%	1.2%	602
I have to work harder than some of my colleagues to be perceived as a legitimate scholar.	36.9%	20.1%	22.5%	13.9%	5.0%	1.5%	596
I feel that a diversified faculty (one with a critical mass of ethnic minority representation) is important for MIT's continued academic excellence.	4.3%	8.2%	19.2%	29.1%	38.5%	0.7%	598
I feel that the climate and opportunities for minority faculty at MIT are at least as good as those for non-minority faculty.	7.4%	17.7%	23.9%	27.3%	18.9%	4.8%	598
I feel that the climate and opportunities for female faculty at MIT are at least as good as those for male faculty.	6.4%	21.6%	16.2%	29.5%	24.3%	2.0%	597
I have been discriminated against or denied something at MIT because of my sexual orientation.	66.1%	1.5%	7.4%	0.8%	1.0%	23.2%	596
I have colleagues in my department who are my personal friends.	2.8%	6.0%	12.0%	34.9%	43.4%	0.8%	599
I have colleagues at MIT who are my personal friends.	3.3%	6.5%	12.0%	34.1%	42.5%	1.5%	598
My department's procedures are fair and equitable to all.	4.8%	10.2%	14.4%	38.8%	30.6%	1.2%	598
My department's procedures are transparent and open for discussion.	8.5%	18.8%	17.0%	30.5%	24.0%	1.2%	600
My department's allocation of committee assignments is fair and equitable to all.	6.4%	13.4%	23.5%	30.5%	21.1%	5.2%	597

Agreement with Statements about Work Environment

Chart: Agreement with Statements about Work Environment. Horizontal axis from -100% to 100%. Categories (top to bottom):

- I (DON'T) feel excluded from an informal network in my department.*
- I (DON'T) have to work harder than some of my colleagues to be perceived as a legitimate scholar.*
- I feel that a diversified faculty (one with a critical mass of ethnic minority representation) is important for MIT's continued academic excellence.
- I feel that the climate and opportunities for minority faculty at MIT are at least as good as those for non-minority faculty.
- I feel that the climate and opportunities for female faculty at MIT are at least as good as those for male faculty.
- I have (NOT) been discriminated against or denied something at MIT because of my sexual orientation.*
- I have colleagues in my department who are my personal friends.
- I have colleagues at MIT who are my personal friends.
- My department's procedures are fair and equitable to all.
- My department's procedures are transparent and open for discussion.
- My department's allocation of committee assignments is fair and equitable to all.

Legend: Strongly disagree, Somewhat disagree, Somewhat agree, Strongly agree

'Not applicable' counted as missing

* For ease of comparison, these items are reverse coded in the chart

In your daily encounters on the MIT campus, has anyone ever assumed that you were:

	Yes	No	N
a student	45.8%	54.2%	602
support staff	22.5%	77.5%	596
a trespasser	4.3%	95.7%	585

To what degree do you think your department/school/MIT in general is committed to increasing the ethnic minority representation of faculty:

	Not committed at all	Somewhat committed	Very committed	Insufficient information to assess	N
Department	3.3%	35.0%	56.4%	5.3%	606
School	2.3%	34.0%	48.6%	15.0%	605
MIT in general	3.0%	34.6%	44.7%	17.8%	602

Commitment to Increasing Ethnic Minority Representation of Faculty
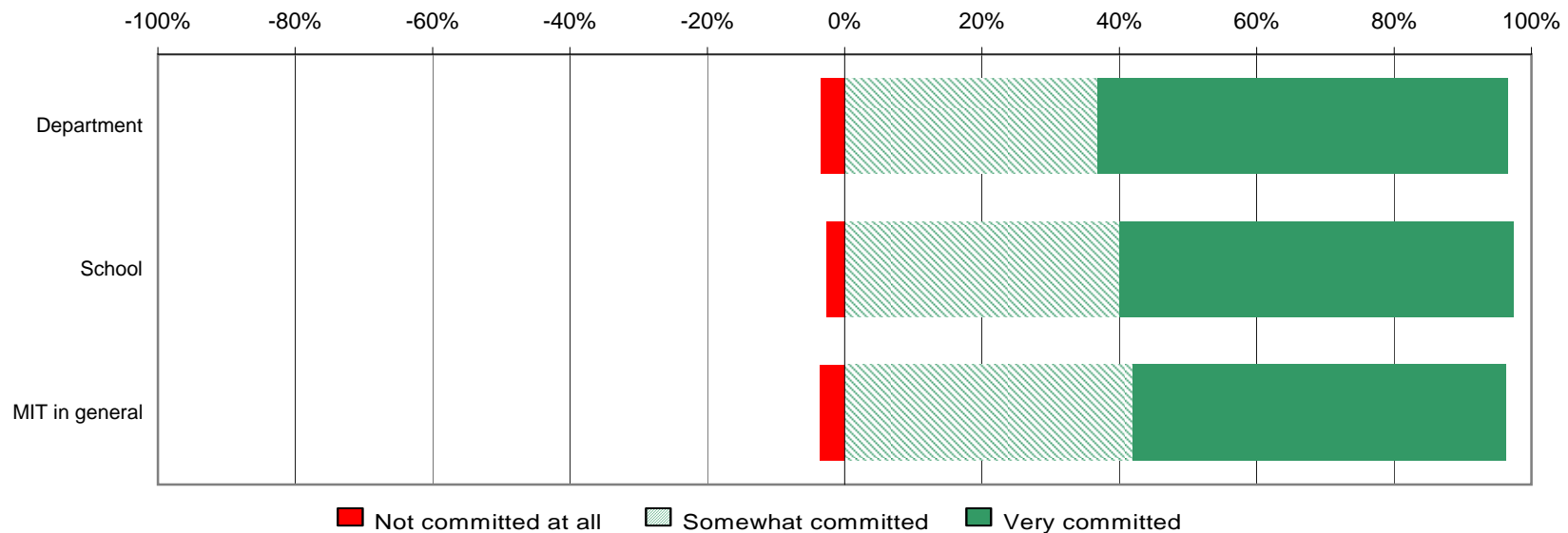
'Insufficient information to assess' counted as missing

In your professional career at MIT, have you experienced bias or exclusion due to your gender, race, or other personal characteristic:

	Not at all	To some extent	To a large extent	N
by a superior	83.1%	13.1%	3.9%	597
by a colleague	81.4%	14.9%	3.7%	596
by a student	84.5%	12.8%	2.7%	588

Experienced Bias or Exclusion due to Gender, Race, or Other Characteristic
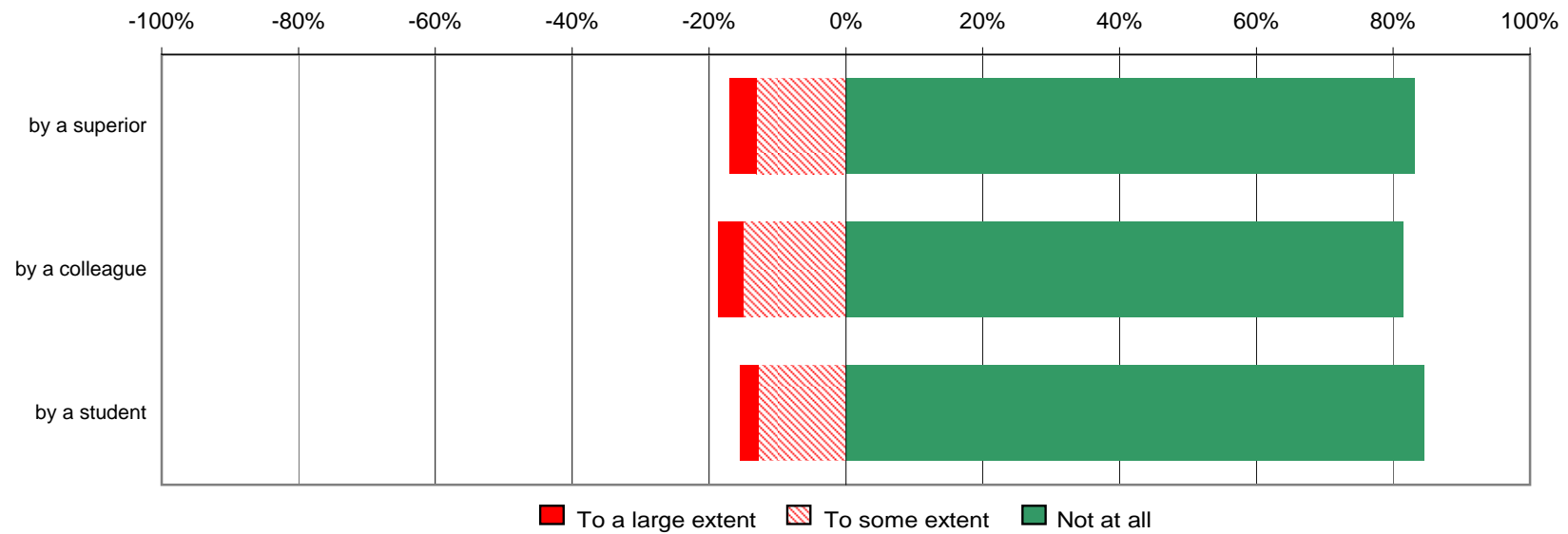
In making career transitions, some people seek professional advice, counseling or mentoring. Did you receive advice or guidance in making the transition to MIT?

	%	N
Yes, as a matter of departmental or school policy at MIT	18.4%	109
Yes, through my own initiative here at MIT	18.6%	110
Yes, through my own initiative outside MIT	12.5%	74
No, I didn't receive counseling and/or guidance	50.5%	299
Total	100.0%	592

While at MIT, have you served as a mentor for another faculty member? (check all that apply)

	# of Responses	% of Responses	% of Respondents
Yes, through a formal program	179	25.4%	29.9%
Yes, informally	356	50.4%	59.4%
No	171	24.2%	28.5%
Total	706	100.0%	117.9%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

Have you had a FORMAL mentor within your department?

	%	N
Yes, one was assigned to me	32.5%	196
Yes, one was chosen by me	8.9%	54
No	58.6%	354
Total	100.0%	604

How helpful have you found this FORMAL mentoring?

	%	N
Very unhelpful	11.7%	36
Somewhat unhelpful	5.5%	17
Neither helpful nor unhelpful	9.1%	28
Somewhat helpful	23.7%	73
Very helpful	30.5%	94
Not applicable	19.5%	60
Total	100.0%	308

Helpfulness of Formal Mentoring

Legend: ■ Very unhelpful ▨ Somewhat unhelpful ▨ Somewhat helpful ■ Very helpful
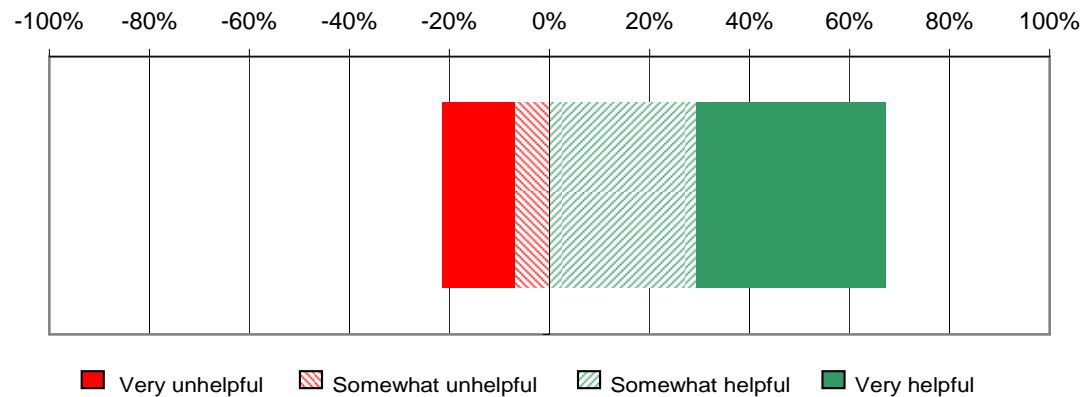
'Not applicable' counted as missing

While at MIT, have you had one or more INFORMAL mentors (someone not officially assigned to you who gives advice on career issues and/or advocates for you in your discipline; this could include someone outside MIT)?

	%	N
Yes	75.0%	443
No	25.0%	148
Total	100.0%	591

How helpful have you found this INFORMAL mentoring?

	%	N
Very unhelpful	8.3%	38
Somewhat unhelpful	3.3%	15
Neither helpful nor unhelpful	2.6%	12
Somewhat helpful	22.4%	102
Very helpful	59.6%	272
Not applicable	3.7%	17
Total	100.0%	456

Helpfulness of Informal Mentoring
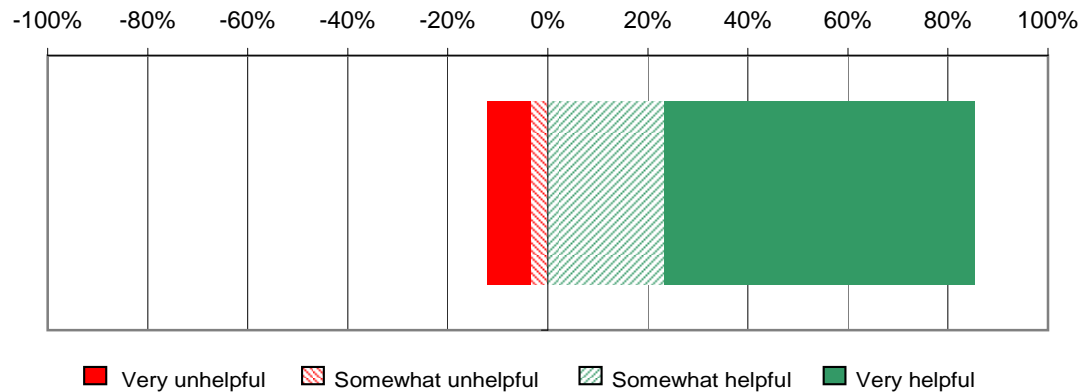
'Not applicable' counted as missing

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

	%	N
Yes	59.8%	355
No	26.9%	160
Not applicable	13.3%	79
Total	100.0%	594

Do you think you have been mentored in a comparable manner to your peers?

	%	N
Mentored less than peers	16.9%	101
Mentored equal to peers	37.5%	224
Mentored more than peers	12.6%	75
Don't know /not applicable	33.0%	197
Total	100.0%	597

If you are or were junior faculty at MIT, did you have a mentor(s) during your time as junior faculty?

	%	N
Yes, a formal mentor	34.4%	202
Yes, an informal mentor	31.8%	187
No	18.4%	108
Not applicable (I was not junior faculty at MIT)	15.5%	91
Total	100.0%	588

Do you agree that the criteria for tenure are clearly communicated?

	%	N
Strongly disagree	7.3%	44
Somewhat disagree	17.2%	104
Neither agree nor disagree	11.3%	68
Somewhat agree	34.1%	206
Strongly agree	27.3%	165
Don't know	2.8%	17
Total	100.0%	604

Criteria for Tenure are Clearly Communicated

Strongly disagree   Somewhat disagree   Somewhat agree   Strongly agree
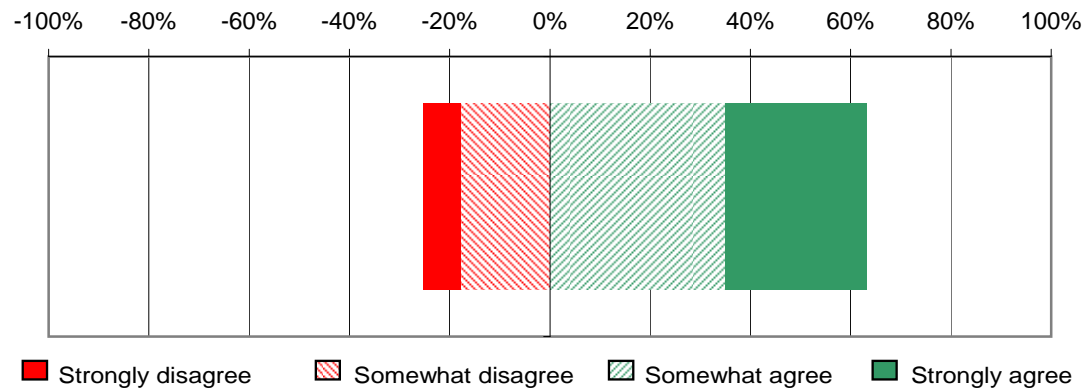
'Don't know' counted as missing

In your experience, to what extent are the following items valued in the tenure process:

	Valued slightly or not at all	Somewhat valued	Highly valued	Don't know	Not applicable	N
Research/scholarly work	0.5%	2.2%	95.0%	2.0%	0.3%	604
Teaching contributions	18.2%	59.4%	18.0%	3.8%	0.5%	604
Departmental Service	42.1%	46.1%	3.7%	7.8%	0.3%	601
Service to MIT	52.5%	35.5%	1.5%	9.8%	0.7%	602
Professional reputation	1.8%	9.6%	85.3%	3.0%	0.3%	604
Collegiality	31.6%	51.2%	9.1%	7.5%	0.7%	604
Fit with the department's mission	14.5%	55.5%	18.9%	9.5%	1.7%	602
Assessment by your peers outside of MIT	0.7%	4.6%	91.4%	2.8%	0.5%	604
Obtaining grants/funding	23.5%	43.8%	21.8%	8.0%	2.8%	600

Extent Items are Valued in Tenure Process
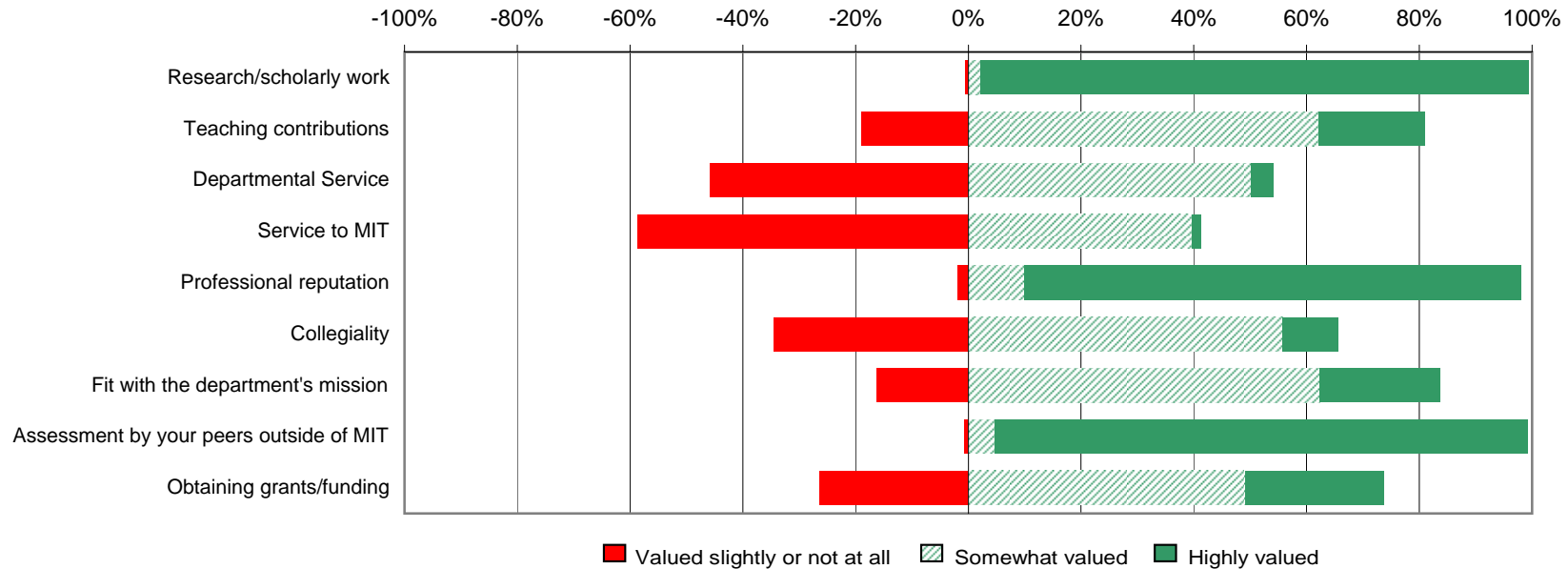
'Don't know' and 'Not applicable' counted as missing

How appropriately are these items valued in the tenure process:

	Very undervalued	Somewhat undervalued	Valued appropriately	Somewhat overvalued	Very overvalued	Don't know	Not applicable	N
Research/scholarly work	0.7%	1.5%	83.6%	8.2%	1.2%	4.3%	0.5%	586
Teaching contributions	8.5%	35.0%	49.1%	1.5%	0.2%	5.3%	0.5%	589
Departmental service	5.0%	22.4%	58.6%	2.4%	0.7%	10.3%	0.7%	585
Service to MIT	6.0%	21.0%	58.1%	1.5%	0.5%	12.0%	0.9%	585
Professional reputation	0.9%	1.9%	75.9%	13.8%	1.7%	5.3%	0.5%	586
Collegiality	5.3%	21.8%	56.3%	3.9%	1.5%	9.9%	1.4%	588
Fit with the department's mission	1.2%	9.6%	66.7%	7.7%	1.2%	12.0%	1.7%	585
Assessment by your peers outside of MIT	0.0%	2.7%	72.2%	15.9%	3.4%	5.1%	0.7%	586
Obtaining grants/funding	1.2%	5.7%	64.1%	10.7%	1.5%	12.5%	4.3%	582

Extent Items are Appropriately Valued in Tenure Process
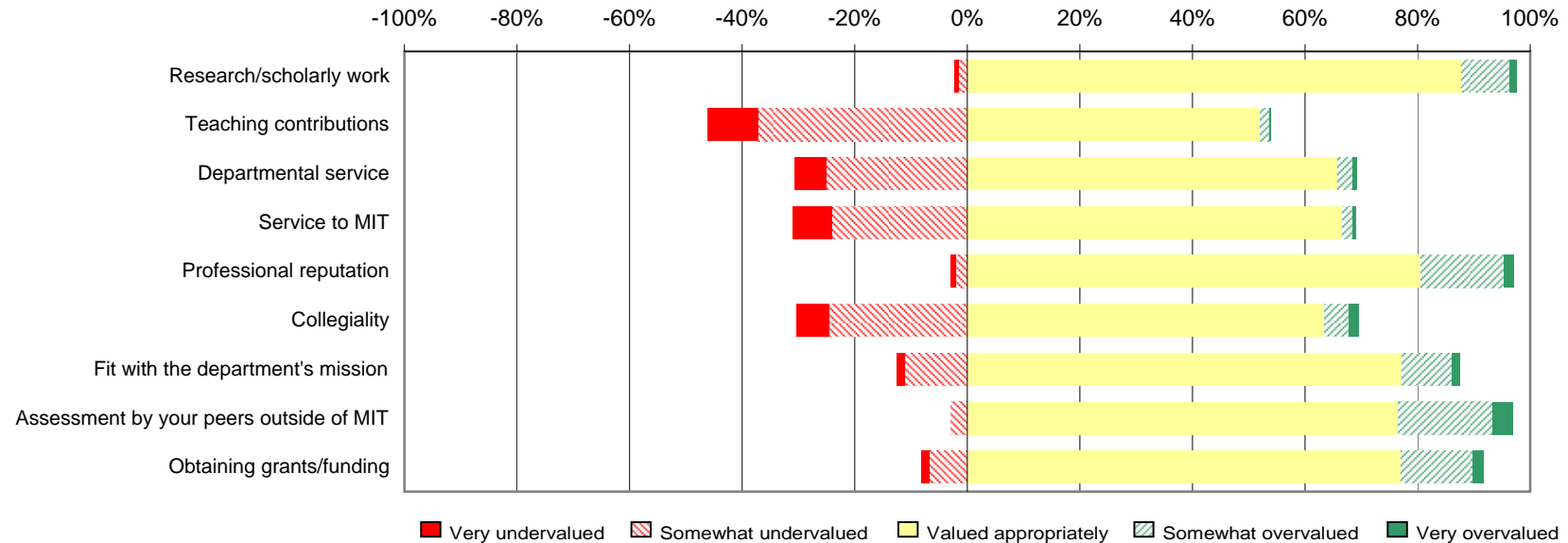
'Don't know' and 'Not applicable' counted as missing

At any time since you started working at MIT, 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?

	%	N
Yes, within the past year	6.3%	38
Yes, more than a year ago but within the past five years	9.3%	56
Yes, more than five years ago	7.8%	47
No	76.5%	460
Total	100.0%	601

How supportive was your department concerning your relief from teaching or other workload duties?

	%	N
Very unsupportive	10.8%	20
Somewhat unsupportive	4.3%	8
Neither supportive nor unsupportive	5.9%	11
Somewhat supportive	9.7%	18
Very supportive	48.6%	90
Not applicable	20.5%	38
Total	100.0%	185

At any time since you started working at MIT, have you had your tenure clock slowed or stopped for personal reasons, including care giving for a child or parent, your own health concerns, or a family crisis?

	%	N
Yes, within the past year	1.7%	10
Yes, more than a year ago but within the past five years	1.3%	8
Yes, more than five years ago	0.7%	4
No	96.3%	572
Total	100.0%	594

How supportive was your department concerning stopping or slowing your tenure clock?

	%	N
Very unsupportive	4.9%	4
Somewhat unsupportive	2.5%	2
Neither supportive nor unsupportive	0.0%	0
Somewhat supportive	6.2%	5
Very supportive	18.5%	15
Not applicable	67.9%	55
Total	100.0%	81

Please provide your best estimate of what percentage of tenure track faculty receive tenure at MIT.

	%	N
Less than 10%	0.7%	4
10%-19%	4.3%	25
20%-29%	11.8%	69
30%-39%	25.0%	147
40%-49%	22.5%	132
50%-59%	19.1%	112
60%-69%	11.1%	65
70%-79%	4.4%	26
80%-89%	1.2%	7
90% or more	0.0%	0
Total	100.0%	587

Do you consider the promotion and tenure review process at MIT to have the right balance between transparency and confidentiality?

	%	N
Yes	61.3%	369
No	14.6%	88
Don't know	24.1%	145
Total	100.0%	602

Have you ever reviewed MIT's policies and procedures regarding promotion and tenure?

	%	N
Yes	65.5%	391
No	34.5%	206
Total	100.0%	597

Are you familiar with MIT's grievance procedure regarding promotion and tenure review?

	%	N
Yes	37.3%	223
No	62.7%	375
Total	100.0%	598

Do you think the current practice of promotion and tenure review works reasonably well?

	%	N
Yes	88.1%	494
No	11.9%	67
Total	100.0%	561

To what extent do you understand the criteria used for the following:

	Not at all	To some extent	To a great extent	N
Reappointment of Assistant Professors	14.8%	37.4%	47.9%	589
Promotion from Assistant Professor to Associate Professor without tenure	4.7%	40.4%	54.9%	597
Promotion from Associate Professor without tenure to Associate Professor with tenure	4.4%	40.6%	55.1%	594

Extent Faculty Understand Criteria Used for the Following:
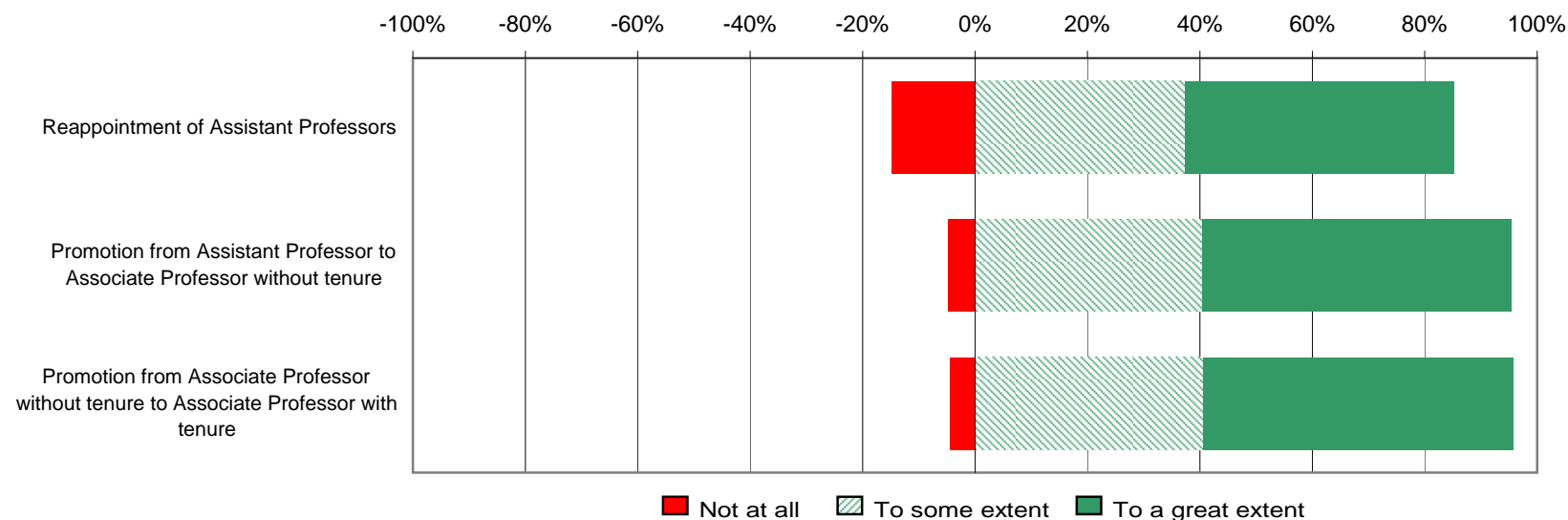
Do you understand the various steps involved in a promotion/tenure review?

	Yes	No	N
How Committee members are selected for review?	61.0%	39.0%	593
How external reviewers are selected?	78.8%	21.2%	593
How internal reviewers are selected?	68.0%	32.0%	591
What kind of weight is given to teaching/research/service?	70.1%	29.9%	588

Did you progress from junior faculty to tenured faculty while at MIT?

	%	N
Yes, I progressed from junior faculty to tenured faculty while at MIT	57.6%	348
No, I was hired as tenured MIT faculty	15.2%	92
No, I am currently junior faculty	27.2%	164
Total	100.0%	604

How frequently did you receive feedback on your performance before you were formally reviewed for promotion/tenure?

	%	N
Never	13.1%	45
Less than once a year	30.9%	106
Once a year	47.8%	164
More than once a year	8.2%	28
Total	100.0%	343

Who described to you how the process of promotion and tenure review works at MIT? (check all that apply)

	# of Responses	% of Responses	% of Respondents
Dean	21	3.8%	6.1%
Department head	227	41.6%	65.4%
Your mentor	126	23.1%	36.3%
Other faculty	118	21.6%	34.0%
No one	42	7.7%	12.1%
Other	12	2.2%	3.5%
Total	546	100.0%	157.3%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

In your opinion, to what extent do the following practices enhance the ability of a junior faculty member to get tenure:

	Not at all	To some extent	To a great extent	No opinion/don't know	N
Research leave	7.1%	32.1%	48.5%	12.4%	340
Family leave	16.3%	41.1%	19.8%	22.8%	338
Reduced teaching load	6.8%	47.9%	40.9%	4.4%	340
Resources for attending professional meetings	12.0%	55.4%	25.2%	7.3%	341
Generous start-up funds	3.2%	34.8%	56.3%	5.6%	339
Having a mentor	2.9%	49.7%	42.4%	5.0%	340
Receiving regular feedback	2.3%	45.5%	47.5%	4.7%	341

Do the following enhance the ability of junior faculty to get tenure?
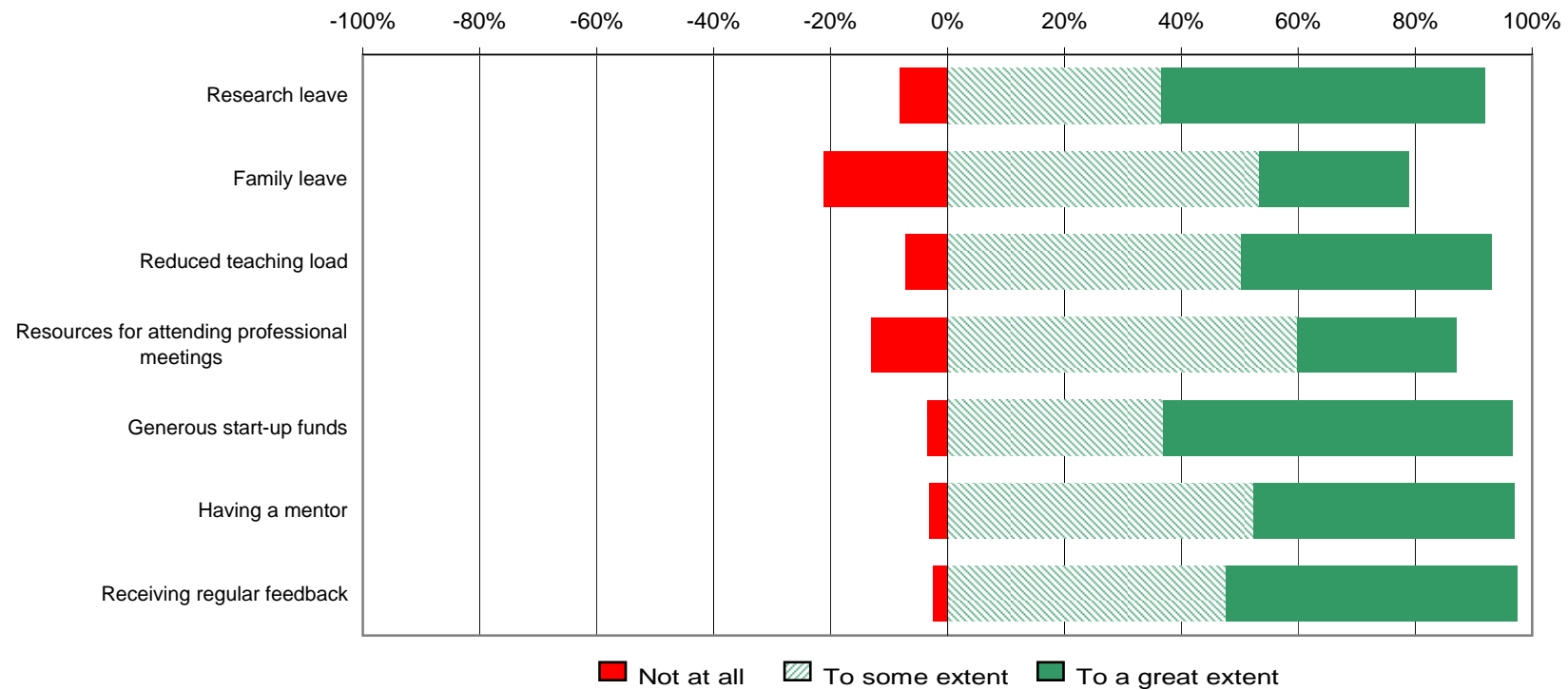
'No opinion/don't know' counted as missing

In the last five years, while at MIT, have you received a formal or informal outside job offer that you took to your department head or dean?

	%	N
Yes	20.3%	121
No	79.7%	474
Total	100.0%	595

Has that formal or informal outside job offer(s) resulted in adjustments to any of the following: (check all that apply)

	# of Responses	% of Responses	% of Respondents
Salary	43	22.9%	30.7%
Benefits	9	4.8%	6.4%
Course load	3	1.6%	2.1%
Administrative responsibilities	5	2.7%	3.6%
Leave time	5	2.7%	3.6%
Summer salary	10	5.3%	7.1%
Special timing of the tenure clock	6	3.2%	4.3%
Equipment/laboratory/research start-up	11	5.9%	7.9%
Employment for spouse/partner	0	0.0%	0.0%
Other	22	11.7%	15.7%
None	74	39.4%	52.9%
Total	188	100.0%	134.3%

Note: '% of Respondents' column adds to more than 100% because faculty could check more than one item.

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

	%	N
Very unlikely	35.8%	210
Somewhat unlikely	19.1%	112
Neither likely nor unlikely	24.9%	146
Somewhat likely	14.8%	87
Very likely	5.5%	32
Total	100.0%	587

Likely to Leave MIT in Next Three Years

Very likely   Somewhat likely   Somewhat unlikely   Very unlikely
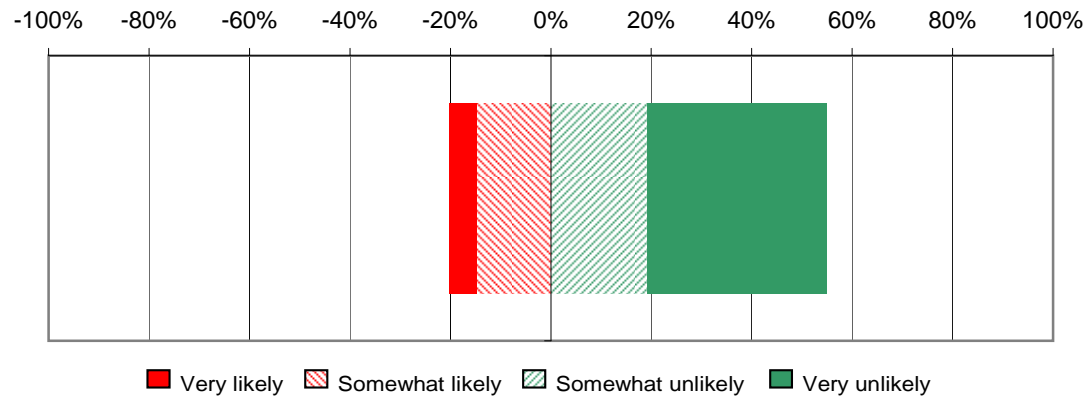
To what extent, if at all, have you considered the following as reasons to leave MIT:

	Not at all	To some extent	To a great extent	Not applicable	N
To increase your salary	44.1%	32.6%	17.1%	6.3%	574
To improve your prospects for tenure	55.8%	11.0%	7.1%	26.1%	566
To enhance your career in other ways	33.0%	40.0%	19.3%	7.7%	570
To find a more supportive work environment	49.0%	24.5%	19.2%	7.2%	567
To increase your time to do research	47.1%	29.3%	17.1%	6.5%	567
To pursue a nonacademic job	69.8%	16.7%	4.1%	9.4%	562
To reduce stress	48.3%	29.5%	16.2%	6.0%	569
To address child-related issues	69.3%	10.8%	4.4%	15.5%	567
To address elder-care related issues	74.8%	7.9%	0.9%	16.4%	568
To improve the employment situation of your spouse/partner	64.9%	16.3%	5.4%	13.4%	569
To lower your cost of living	66.1%	18.9%	6.2%	8.8%	567
To garner more respect	68.0%	16.1%	8.7%	7.2%	566
Retirement	64.5%	15.2%	8.3%	12.0%	566
Other	18.9%	16.2%	36.9%	27.9%	111

Considered Leaving MIT for the Following Reasons:

To increase your salary
To improve your prospects for tenure
To enhance your career in other ways
To find a more supportive work environment
To increase your time to do research
To pursue a nonacademic job
To reduce stress
To address child-related issues
To address elder-care related issues
To improve the employment situation of your spouse/partner
To lower your cost of living
To garner more respect
Retirement

■ To a great extent   ▨ To some extent   ■ Not at all

'Not applicable' counted as missing

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

	%	N
Very dissatisfied	4.1%	24
Somewhat dissatisfied	14.0%	82
Neither satisfied nor dissatisfied	9.6%	56
Somewhat satisfied	37.5%	220
Very satisfied	34.8%	204
Total	100.0%	586

Satisfaction with Life outside MIT

Very dissatisfied   Somewhat dissatisfied   Somewhat satisfied   Very satisfied
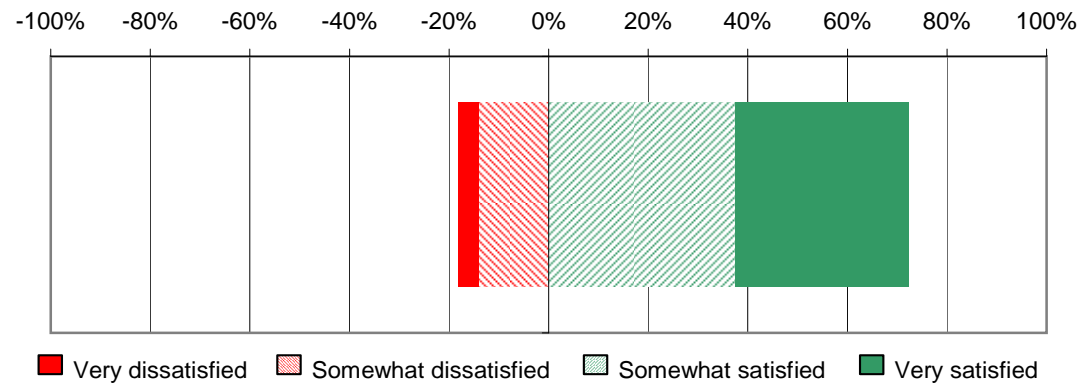
Please indicate the extent to which each of the following aspects of your life outside MIT has been a source of stress for you over the past twelve months:

	Not at all	Somewhat	Extensive	Not applicable	N
Managing household responsibilities	31.9%	50.8%	14.9%	2.4%	589
Childcare	42.0%	22.9%	13.0%	22.1%	584
Care of someone who is ill, disabled, aging, and/or in need of special services	53.5%	16.6%	9.0%	21.0%	591
Your health	62.8%	27.6%	4.8%	4.9%	588
Cost of living	50.4%	34.3%	12.6%	2.7%	589
Inability to pursue outside interests and avocations	37.6%	45.8%	14.0%	2.6%	587
Lack of time to think and reflect	21.7%	52.5%	24.8%	1.0%	589
Lack of time for non-work activities	19.8%	56.0%	23.4%	0.9%	586

Source of Stress over Past 12 Months
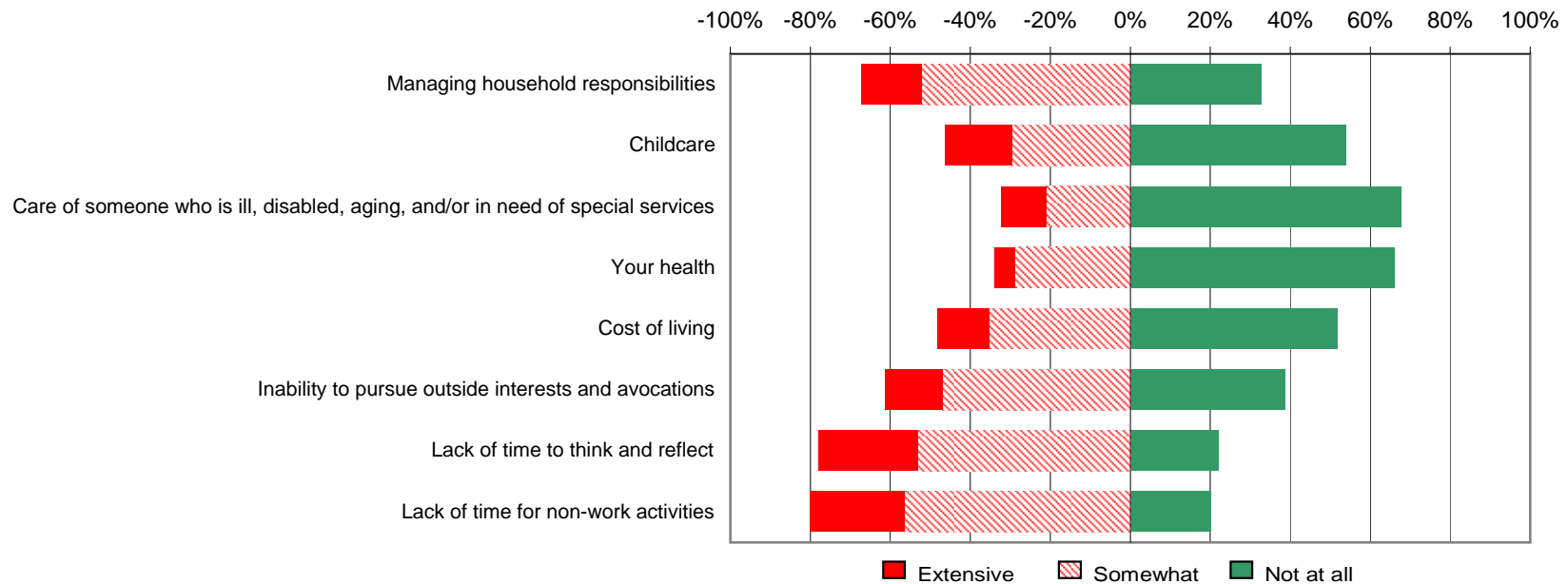
'Not applicable' counted as missing

Please indicate your satisfaction with the following:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N
The way you divide your time between work and personal/family life	8.3%	36.1%	14.9%	28.9%	11.0%	0.8%	592
The way you divide your attention between work and personal/family life	9.7%	37.3%	15.1%	25.4%	11.9%	0.7%	590
How well your work life and your personal/family life fit together	6.6%	31.7%	19.2%	28.0%	13.9%	0.7%	590
Your ability to integrate the needs of your work with those of your personal/family life	9.0%	34.3%	15.5%	28.2%	12.1%	0.9%	586

Satisfaction with Work and Personal/Family Life

'Not applicable' counted as missing

Do you have a spouse or domestic partner?

	%	N
Yes, I have a spouse	81.1%	484
Yes, I have a domestic partner	7.2%	43
No	11.7%	70
Total	100.0%	597

What is your spouse's/domestic partner's employment status?

	%	N
Faculty member at MIT	6.3%	33
Post-doctoral fellow/research associate at MIT	1.0%	5
Graduate student at MIT	0.6%	3
Employed at MIT in some other capacity	3.7%	19
Faculty member elsewhere	9.6%	50
Post-doctoral fellow/research associate elsewhere	2.1%	11
Graduate student elsewhere	2.9%	15
Employed elsewhere in some other capacity	41.3%	215
Not employed and actively seeking employment	3.3%	17
Not employed and not currently seeking employment	19.4%	101
Other	9.2%	48
Not applicable	0.6%	3
Total	100.0%	520

How did it happen that both you and your spouse/domestic partner came to be employed at MIT? Please select the one response that comes closest to describing your situation.

	%	N
We became partners after we were both employed at MIT	16.9%	14
My spouse/partner and I were recruited by MIT as a couple	12.0%	10
I was recruited by MIT and employment for my spouse/partner followed	32.5%	27
My spouse/partner was recruited by MIT and employment for me followed	10.8%	9
Not applicable	27.7%	23
Total	100.0%	83

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

	%	N
Very dissatisfied	6.4%	33
Somewhat dissatisfied	18.1%	93
Neither satisfied nor dissatisfied	7.8%	40
Somewhat satisfied	27.6%	142
Very satisfied	32.7%	168
Don't know	0.8%	4
Not applicable	6.6%	34
Total	100.0%	514

Do you and your spouse/domestic partner have a commuting relationship, where one or both of you commute to another community (more than an hour away) for work, or where you live in different communities (more than an hour away) from one another?

	%	N
No, my spouse/partner lives and works in the same community as me	67.6%	348
Yes, my spouse/partner and I live together, but one or both of us commutes to another community for work	11.5%	59
Yes, my spouse/partner and I live in separate communities at least part of the time	5.4%	28
Not applicable	15.5%	80
Total	100.0%	515

Has your spouse/domestic partner had problems finding an appropriate job in this area?

	%	N
Yes	19.4%	99
No	57.9%	296
Not applicable	22.7%	116
Total	100.0%	511

How satisfied are you with MIT's spouse/domestic partner benefits?

	%	N
Very dissatisfied	4.7%	24
Somewhat dissatisfied	8.6%	44
Neither satisfied nor dissatisfied	21.2%	109
Somewhat satisfied	18.7%	96
Very satisfied	31.1%	160
Not applicable	15.8%	81
Total	100.0%	514

Were you aware that any woman who bears a child during her tenure probationary period will have that period automatically extended by one year?

	%	N
Yes	81.4%	419
No	18.6%	96
Total	100.0%	515

How many children do you have in total?

	%	N
0	27.5%	163
1	16.0%	95
2	37.3%	221
3	14.5%	86
4	4.0%	24
5	0.7%	4
More than 5	0.0%	0
Total	100.0%	593

How many children do you have in the following age ranges:

	0	1	2	3	4	5 or more	N
0-4 years	36.6%	44.8%	17.2%	1.4%	0.0%	0.0%	145
5-12 years	28.8%	35.3%	34.2%	1.6%	0.0%	0.0%	184
13-17 years	37.7%	46.1%	14.9%	1.3%	0.0%	0.0%	154
18-23 years	44.2%	46.3%	8.8%	0.7%	0.0%	0.0%	147
24 or older	23.4%	16.5%	38.5%	15.6%	5.5%	0.5%	218

Which description best describes your childcare arrangements?

	%	N
In your home by a spouse/relative	16.3%	67
In your home by a paid professional/nanny/babysitter	11.9%	49
Outside your home at an MIT child care center	4.6%	19
Outside your home at a child care center near your home	8.5%	35
Outside your home at a child care center near your work	1.7%	7
Other	6.6%	27
I do not use childcare resources	50.4%	207
Total	100.0%	411

How much do you (and your spouse, if applicable) spend on average PER MONTH for child care (e.g., daycare, babysitter, nanny)?

Mean	Percentile 25	Median	Percentile 75	N
1,240.7	100.0	1,100.0	2,100.0	209

How difficult was it for you to locate appropriate childcare?

	%	N
Very difficult	11.0%	43
Somewhat difficult	27.7%	108
Not difficult at all	10.5%	41
Not applicable	50.8%	198
Total	100.0%	390

Are you currently caring for or managing care for an aging and/ or ill parent, spouse, or other relative?

	%	N
Yes	14.3%	85
No	85.7%	508
Total	100.0%	593

Are you currently a member of one of the MIT Health Plans managed by the MIT Medical Department?

	%	N
Yes	71.3%	424
No	28.7%	171
Total	100.0%	595

All MIT employees are eligible to receive basic outpatient care in the MIT Medical Department, whether or not they belong to the MIT Health Plan.

	%	N
I was not aware of this.	51.2%	304
I was aware of this.	44.9%	267
I was aware of this and have received basic outpatient care, although I do not belong to the MIT Health Plan.	3.9%	23
Total	100.0%	594

How valuable a benefit is the availability of on-campus health care in the MIT Medical Department to you?

	%	N
Of no value	2.0%	12
Not very valuable	10.7%	64
Valuable	19.1%	114
Very valuable	20.3%	121
Extremely valuable	43.5%	259
Don't know	4.4%	26
Total	100.0%	596

Considering your age, how you would you describe your overall physical health?

	%	N
Poor	1.7%	10
Fair	9.1%	55
Good	48.0%	289
Excellent	41.2%	248
Total	100.0%	602

To better understand our faculty, we'd like to ask a few more questions about your background and experiences.

What is your gender?

	%	N
Male	77.5%	461
Female	22.5%	134
Total	100.0%	595

What is your race or ethnic group? (check all that apply)

	# of Responses	% of Responses	% of Respondents
American Indian or Alaska Native	1	0.2%	0.2%
Asian	65	11.0%	11.2%
Black or African American	19	3.2%	3.3%
Hispanic or Latino	11	1.9%	1.9%
Native Hawaiian or Other Pacific Islander	1	0.2%	0.2%
White	483	82.0%	83.3%
Other	9	1.5%	1.6%
Total	589	100.0%	101.6%

Note: '% of Respondents' rows add to more than 100% because faculty could check more than one item.

What is your sexual orientation?

	%	N
Heterosexual	95.4%	561
Bisexual	1.4%	8
Homosexual	2.6%	15
Other	0.7%	4
Total	100.0%	588

Is English your first language?

	%	N
Yes	71.8%	425
No	28.2%	167
Total	100.0%	592

Were you born in the U.S.?

	%	N
Yes	61.1%	361
No	38.9%	230
Total	100.0%	591

If you were not born in the U.S., at what stage in your life did you first settle in the U.S.?

	%	N
Before high school	9.1%	21
During high school	2.6%	6
During college	11.7%	27
During graduate/professional school	55.4%	128
At the first professional employment at MIT	12.6%	29
At the first professional employment at another institution	6.1%	14
Other	2.6%	6
Total	100.0%	231

If I had to decide all over again to be a faculty member at MIT, I would again choose to be a faculty member here.

	%	N
Strongly disagree	2.5%	15
Somewhat disagree	6.9%	41
Neither agree nor disagree	6.9%	41
Somewhat agree	23.1%	137
Strongly agree	60.5%	359
Total	100.0%	593

I would again choose to be a faculty member at MIT

Strongly disagree   Somewhat disagree   Somewhat agree   Strongly agree