

2008 MIT FACULTY QUALITY OF LIFE SURVEY

Presentation given by IR Staff sharing select survey results.

April 1, 2008

Institutional Research, Office of the Provost

<http://web.mit.edu/ir>



Agenda

- **Survey Administration**
- **Response Rates**
- **Select Results**
 - Satisfaction being a faculty member at MIT
 - Reasonableness of workload
 - Satisfaction with life outside MIT
 - Sources of stress at MIT and outside MIT
 - Would you choose MIT again?
- **Next Steps**



About the Survey

In early 2008, MIT faculty and other instructional staff were invited to respond to a survey about faculty work life. The 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 was based on the core survey developed by schools in the [Association of American Universities Data Exchange \(AAUDE\)](#).

To view the survey instrument and overall frequencies, visit <http://web.mit.edu/ir/surveys/faculty2008.html>

Survey Administration

Launch: January 28, 2008 from Rafael Reif, Provost

Reminders:

- February 1, 2008 from Bish Sanyal, Chair of the Faculty
- February 20, 2008 from Lydia Snover, Director of Institutional Research
- Various Dates from school and department deans
- March 9, 2008 from Rafael Reif, Provost

Close: March 16, 2008

Survey responses are treated as confidential. Record-level identifiers (MIT ID, Name, Email) are removed from the data files prior to analysis. To protect individuals, results of the survey will be shared in summary form only.

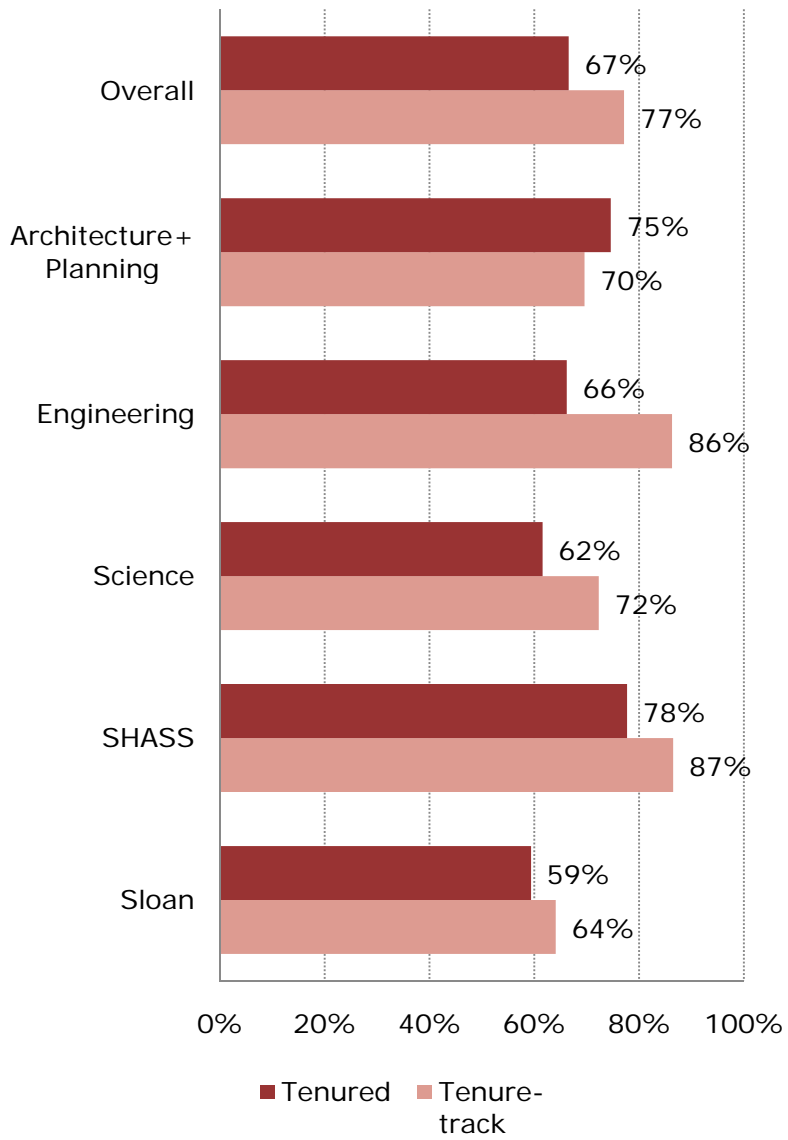
Overall Response

The overall response rate for tenured and tenure-track faculty was 69% (708 total responses). In 2004, the response rate was 73%.

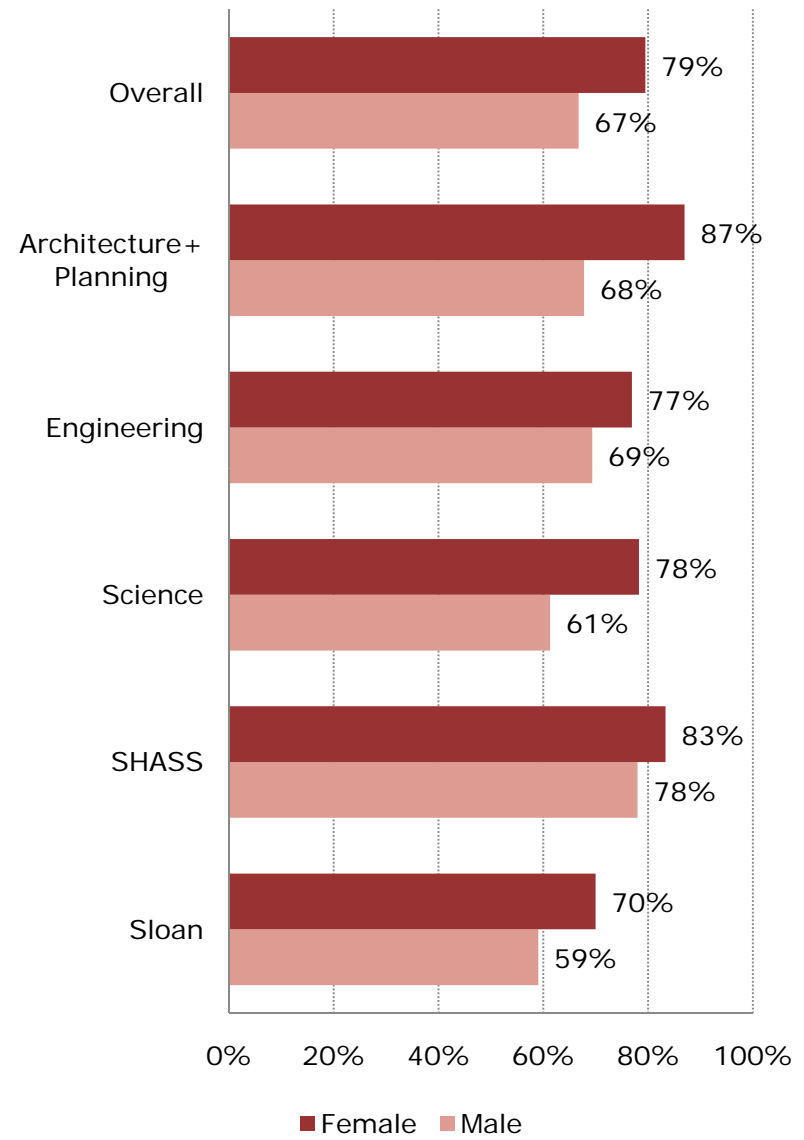
MIT's response rate is comparable to peer schools:

- Boston University 2007: 61%
- Northwestern University 2007: 50%
- Harvard University 2006: 75%
- Washington University at St. Louis 2006: 71%
- Yale University 2006: 65%

Response Rates by School and Tenure Status



Response Rates by School and Gender



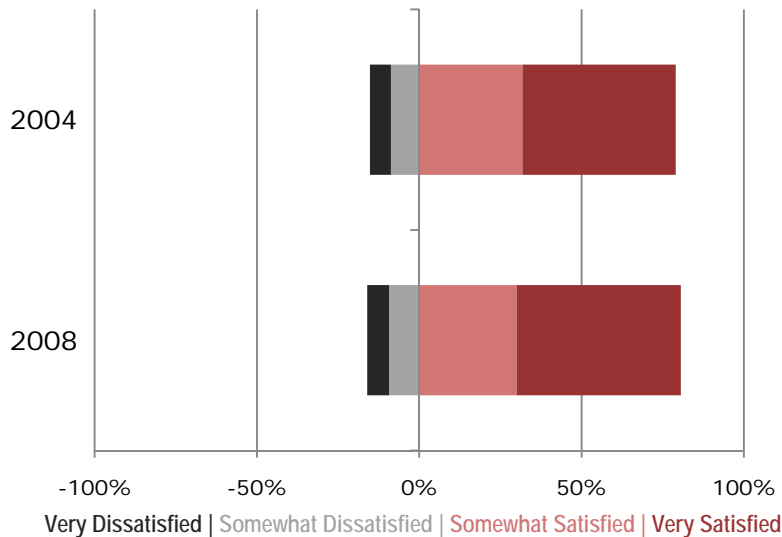
Overall Satisfaction

Faculty were asked "Overall, how satisfied are you being a faculty member at MIT?"

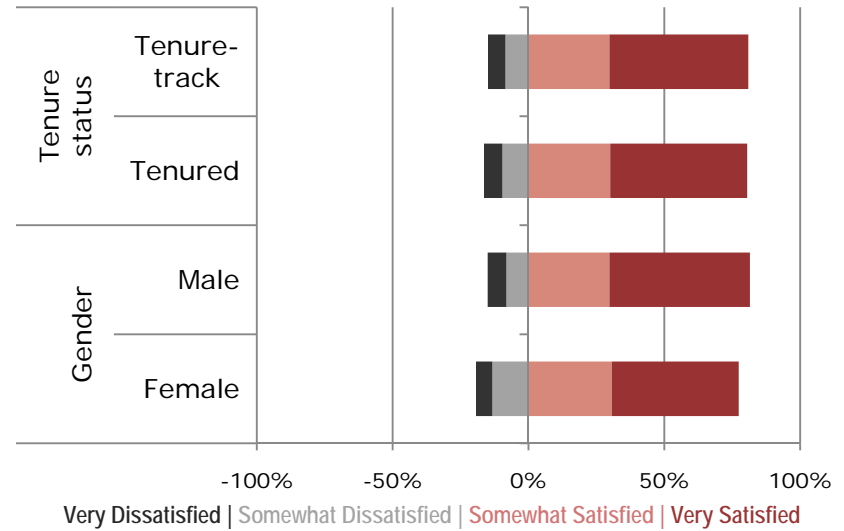
- Overall, 80% of faculty report being somewhat or very satisfied
- Very little change from 2004 to 2008
- Minor differences by gender and school

'Neither satisfied nor dissatisfied' (midpoint of scale) is not graphed .

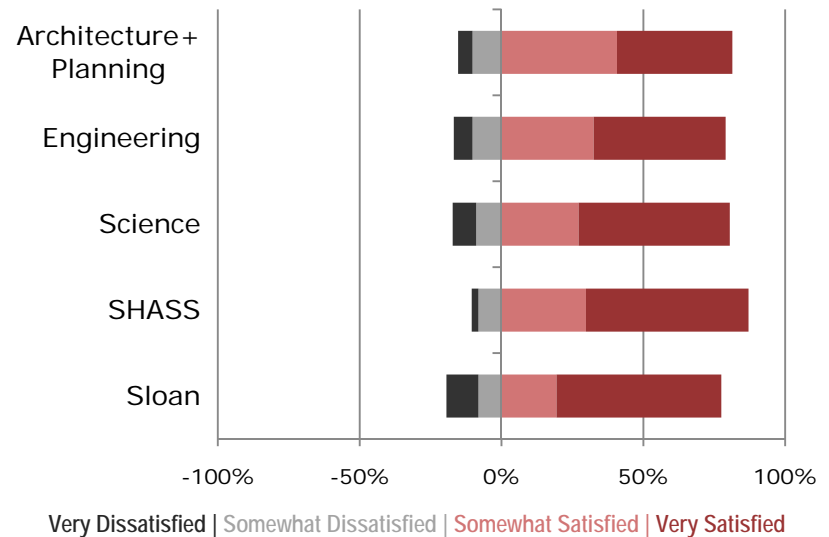
Overall Satisfaction By Survey Year



Overall Satisfaction By Tenure/Gender



Overall Satisfaction By School

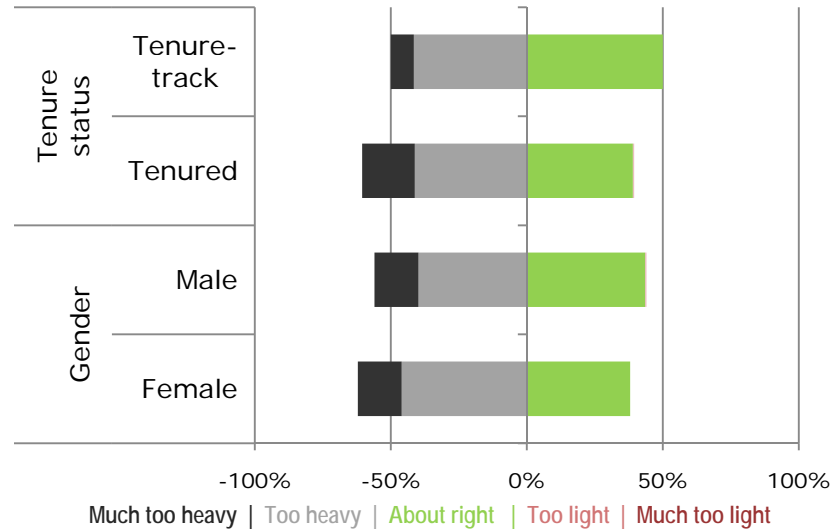


Reasonableness of Workload

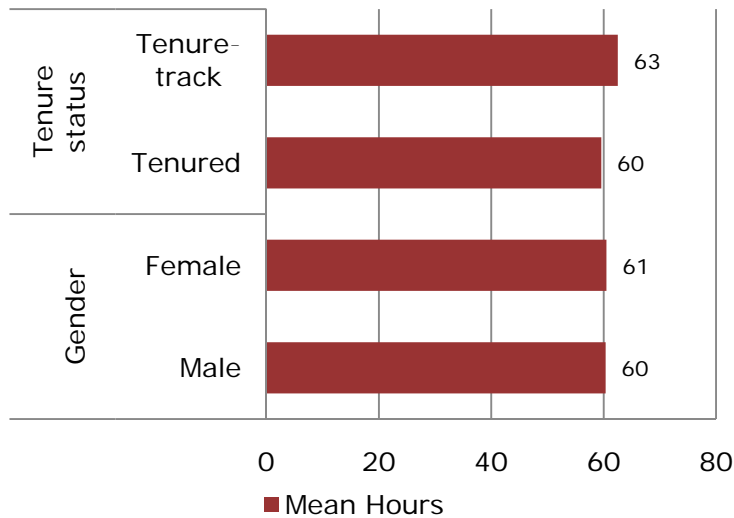
Faculty were asked "Overall, how would you rate the reasonableness of your workload?"

- On average, faculty report working 60.4 hours per week and sleeping 6.6 hours per night
- Tenured faculty are more likely than tenure-track faculty to report having a much too heavy workload, although faculty under 35 report working close to 64 hours per week
- Faculty aged 45-64 tend to rate their workload the heaviest in terms of reasonableness

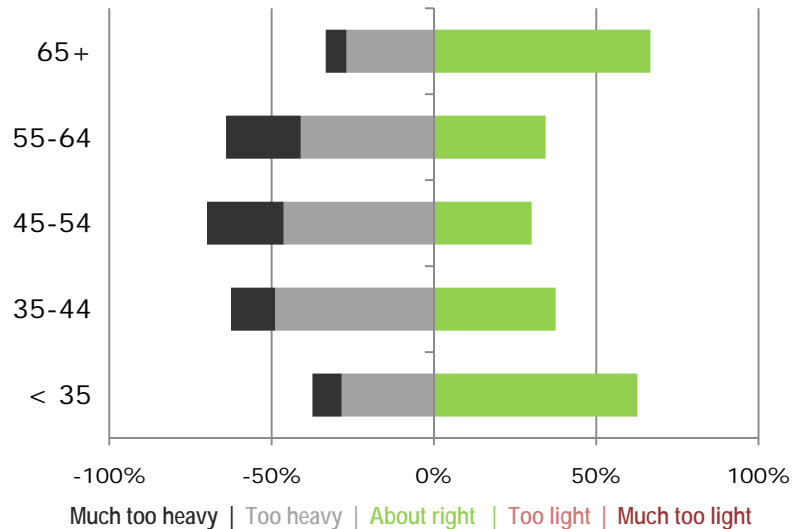
Reasonableness of Workload by Tenure/Gender



Hours in Typical Work Week (during academic year)



Reasonableness of Workload By Age



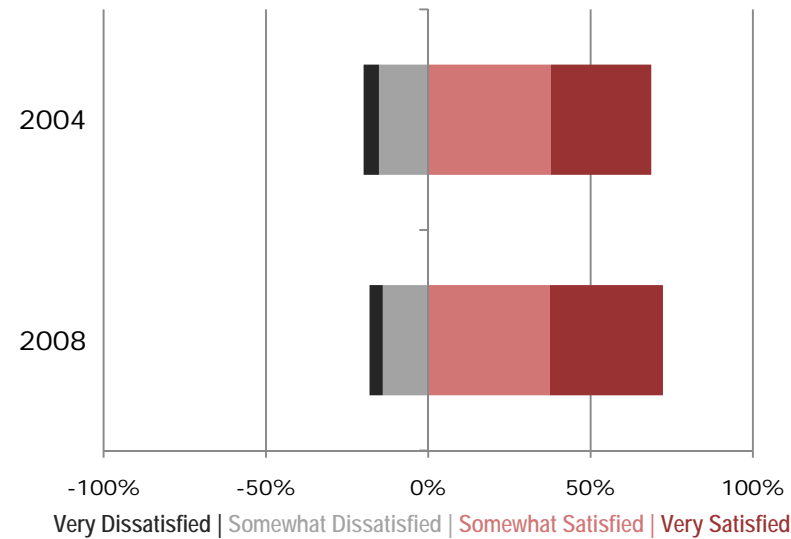
Overall Satisfaction with Life Outside MIT

Faculty were asked "Overall, how satisfied are you with your life outside MIT?"

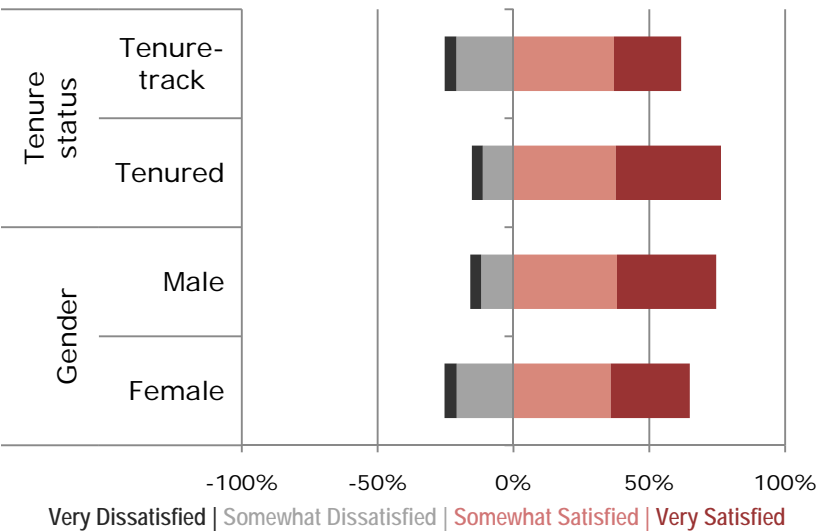
- Faculty report higher satisfaction with their role as faculty members than with their life outside MIT
- Overall, 72% of faculty say that they are somewhat or very satisfied with life outside MIT
- Very little change from 2004 to 2008
- Tenured faculty, male faculty, and faculty with a spouse or domestic partner report higher levels of satisfaction with life outside MIT

'Neither satisfied nor dissatisfied' (midpoint of scale) is not graphed.

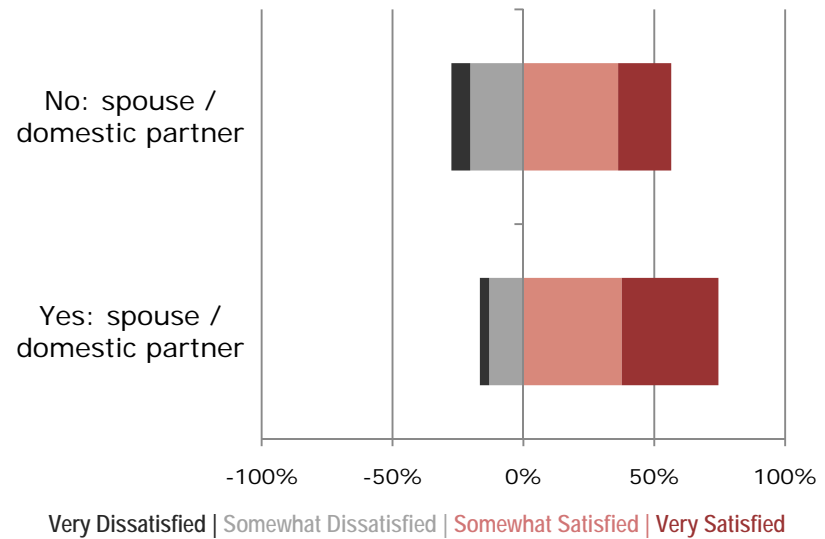
Satisfaction with Life By Survey Year



Satisfaction with Life By Tenure/Gender



Satisfaction with Life by Presence of Spouse/Partner

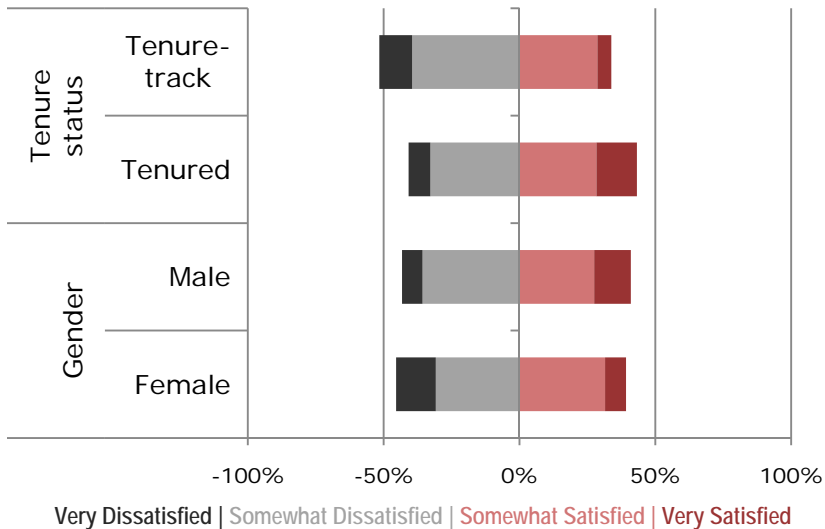


Satisfaction with Work and Personal/Family Life

Faculty were asked to rate their satisfaction with "Your ability to integrate the needs of your work with those of your personal/family life"

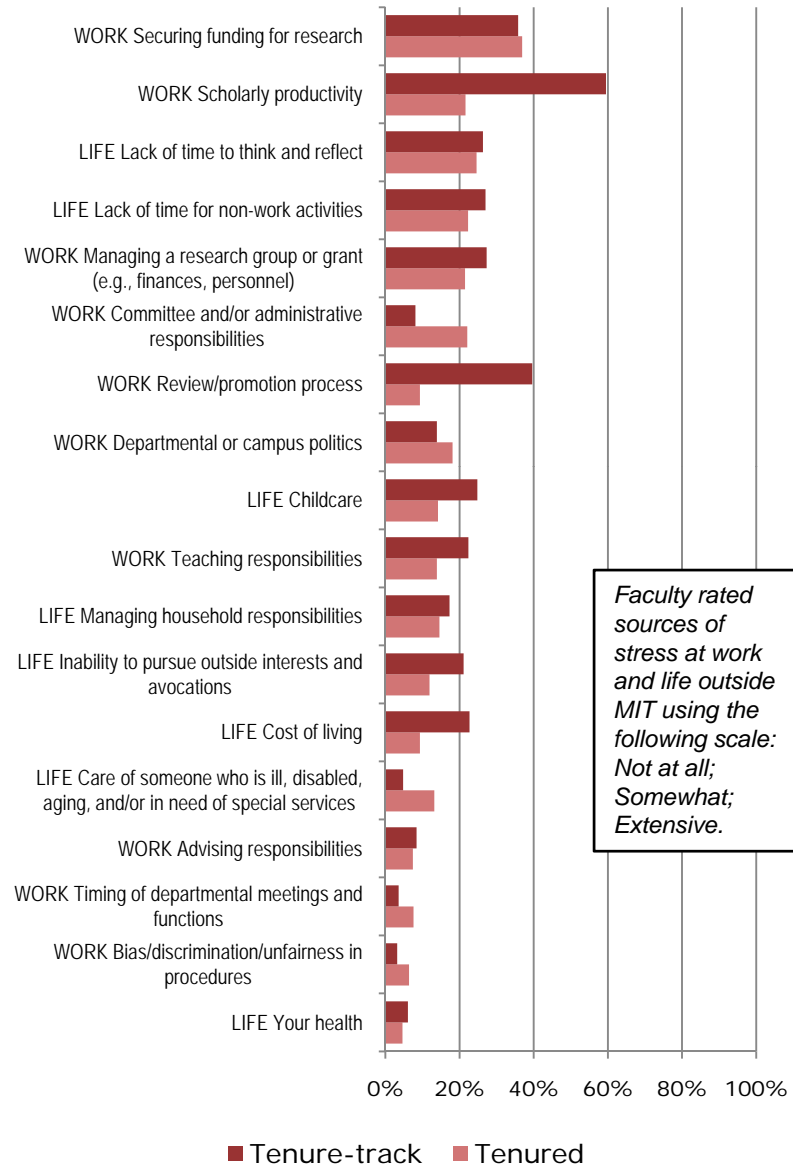
- Overall, 40% of faculty report being somewhat or very satisfied with their ability to integrate work with life outside MIT
- Tenured faculty are more likely to be satisfied on this measure than tenure-track faculty
- On several measures of stress (work- and life-related), a higher percentage of tenure-track faculty report that the stress is extensive, compared to tenured faculty

Satisfaction with Ability to Integrate Work & Life



'Neither satisfied nor dissatisfied' (midpoint of scale) is not graphed.

Extensive Sources of Stress in Work and Outside Life



Faculty rated sources of stress at work and life outside MIT using the following scale: Not at all; Somewhat; Extensive.



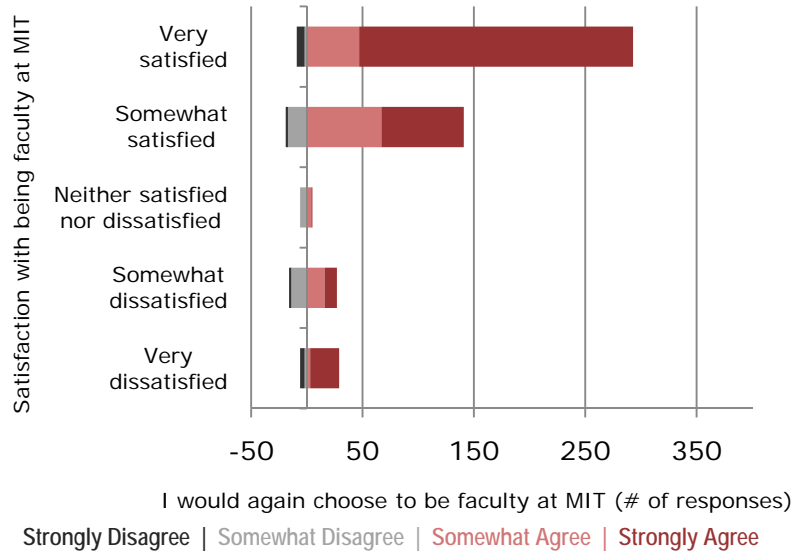
Choose MIT Again

Faculty were asked to rate their agreement with the statement: "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."

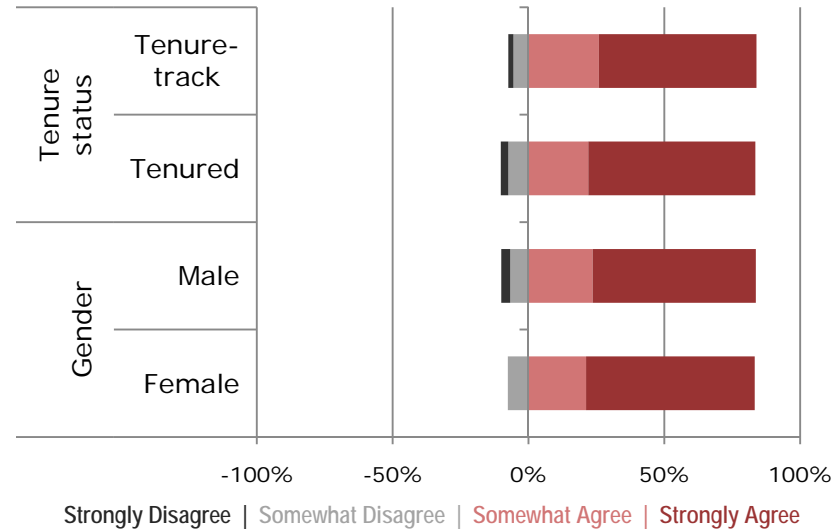
- Most faculty say that they would do it all again (84% somewhat or strongly agree with the statement)
- Most faculty who express dissatisfaction with being a faculty member at MIT say that they would choose to come to MIT again (restricted to faculty who answered both questions)

'Neither disagree nor agree' (midpoint of scale) is not graphed.

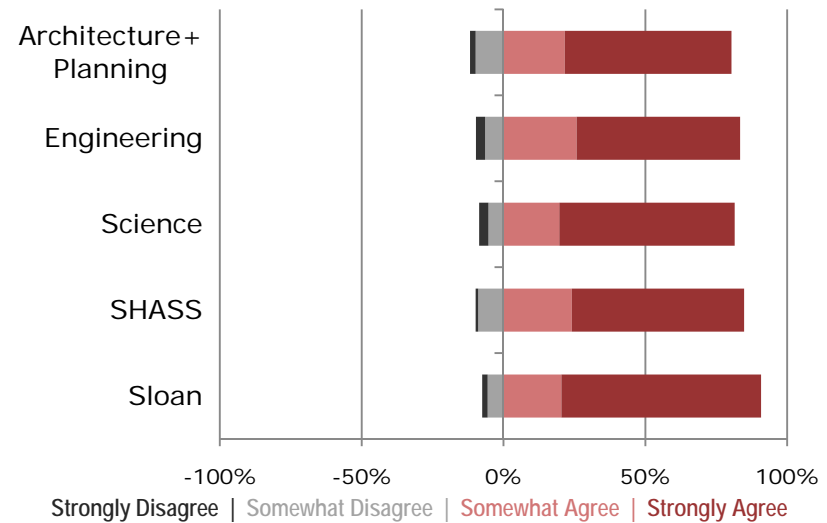
Choose MIT Again by Satisfaction as Faculty at MIT



Choose MIT Again By Tenure/Gender



Choose MIT Again by School



Next Steps

• **Priorities**

- Distribution of reports by school & department
 - Exploration of tenure and promotion issues for Chair of Faculty / Faculty Policy Committee (FPC)
 - Exploration of diversity issues (gender, ethnicity) by Mandy Smith
 - Sharing of select results with interest groups including Council on Family and Work, MIT Medical, Office of Educational Innovation and Technology
 - Comparison of 2008 survey with 2004 faculty survey
 - Summary of ~3000 open-ended comments
 - Prepare peer comparisons in the next six months as data becomes available from schools including Harvard, Yale, Northwestern, Washington University at St. Louis and Boston University
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- **Are there specific questions you want to explore using these data?**
 - **Contact: Lydia Snover <lsnover@mit.edu>**

