



			Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
<b>Resources:</b>	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Availability of nearby parking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab or research space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical and administrative staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical and research staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computing support staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for securing grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other resources to support research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discretionary funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health and medical on-campus resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical insurance options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Teaching/advising/research/administrative service:</b>	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Teaching responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to teaching assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of undergraduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time available for scholarly work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee and administrative responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Select Next to save your entries on this page and proceed to the next page.

## WORKLOAD

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

- Much too light
- Too light
- About right
- Too heavy
- Much too heavy

**2. Please tell us about the classes you taught during the 2007 calendar year, including IAP 2007, Spring 2007 and Fall 2007.**

	Classes primarily for undergraduates	Classes primarily for graduate/professional students
How many classes (excluding independent studies) did you teach during the 2007 calendar year, including IAP 2007, Spring 2007 and Fall 2007?	Select # of classes ▾	Select # of classes ▾
How many students, total, did you teach in these classes?	<input type="text"/> students	<input type="text"/> students
How many TAs, total, did you work with in these classes?	Select # of TAs ▾	Select # of TAs ▾
How many of these classes were close to your research interests?	Select # of classes ▾	Select # of classes ▾

**3. Advising: How many of each of the following types of advisees do you have now? Also, please provide your best estimate on the number of your advisees who are women and underrepresented minorities. For our purposes, an underrepresented minority is defined as African American, Latino/a (Hispanic), or Native American.**

Advisee Type	Number of Advisees: Total	Number of Advisees: Women	Number of Advisees: Underrepresented Minorities
Undergraduate students	select... ▾	select... ▾	select... ▾
Graduate students	select... ▾	select... ▾	select... ▾
Postdoctoral associates or fellows	select... ▾	select... ▾	select... ▾
Informal student advisees	select... ▾	select... ▾	select... ▾

Next >>

Select Next to save your entries on this page and proceed to the next page.

## WORKLOAD

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

Committee Type	Number
Departmental committees	select... ▾
Other Institute committees	select... ▾
External committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association)	select... ▾

**5. Have you ever served in any of the following administrative capacities? If so, did you receive teaching relief in exchange for taking on this administrative responsibility? (Check all that apply.)**

		Received
--	--	----------

	Served in administrative capacity?			teaching relief?		
	Never	Serving currently or served within the past five academic years	Served prior to the past five academic years	Yes	No	N/A
Chair of department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director of a center, program, or institute	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dean, associate dean, or assistant dean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair of a promotion/tenure committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other administrative capacity (please specify below)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you are serving currently or served within the past five academic years in an other administrative capacity, please specify your role:

If you served prior to the past five academic years in an other administrative capacity, please specify your role:

Next >>


Select Next to save your entries on this page and proceed to the next page.

## WORKLOAD


### 6. In the past 12 months, how many of each of the following did you submit?

	0	1	2	3	4	5	6	7	8	9	10+
Papers for publication in peer-reviewed journals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Papers for presentation at conferences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Books: authored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Books: edited	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chapters in books	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other scholarly or creative works (please specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grant proposals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

select... 

### 8. 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?

	Hours spent on this activity in a typical week?
Teaching (including preparing materials for class, lecturing, etc.)	select... 
Meeting or communicating with students outside of class (office	

hours, advising, supervising research, writing letters of recommendation, etc.)	select...
Scholarship or conducting research (including writing, attending professional meetings, etc.)	select...
Fulfilling administrative responsibilities/ committee work/ University service	select...
External paid consulting	select...
Other work-related activities. Please specify: <input type="text"/>	select...

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

select...

Next >>

Select Next to save your entries on this page and proceed to the next page.

## WORKLOAD

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

select...

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

- I handle my email
- Someone else screens my email for me

**12. 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
Timing of departmental meetings and functions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing a research group or grant (e.g., finances, personnel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing funding for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarly productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee and/or administrative responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review/ promotion process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental or campus politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bias/discrimination/unfairness in procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**13. 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.)?**

- Not at all
- To some extent

To a large extent

Next >>

Select Next to save your entries on this page and proceed to the next page.

## TEACHING AND TEACHING SUPPORT

**1. 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 each of the following:**

	Classes primarily for undergraduates	Classes primarily for graduate/professional students
Lecture	% <input type="text"/>	% <input type="text"/>
Discussion	% <input type="text"/>	% <input type="text"/>
In-class problems, exercises, writing, etc.	% <input type="text"/>	% <input type="text"/>

**2. Do students work in groups or teams during class time in your courses?**

	Yes	No
In classes primarily for undergraduates	<input type="radio"/>	<input type="radio"/>
In classes primarily for graduate/professional students	<input type="radio"/>	<input type="radio"/>

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

Yes  No

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

TA/RA

Consultant/staff from central organization (IS&T/Academic Computing, Libraries, DUE, OCW, OEIT, ACCORD)

Departmental staff

Self

Other, please specify:

Not applicable

**5. What is your level of satisfaction with this source of support?**

Very dissatisfied

Somewhat dissatisfied

Neither dissatisfied nor satisfied

Somewhat satisfied

Very Satisfied

Not applicable

Next >>

Select Next to save your entries on this page and proceed to the next page.



excellence.						
I feel that the climate and opportunities for minority faculty at MIT are at least as good as those for non-minority faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the climate and opportunities for female faculty at MIT are at least as good as those for male faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been discriminated against or denied something at MIT because of my sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have colleagues in my department who are my personal friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have colleagues at MIT who are my personal friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department's procedures are fair and equitable to all.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department's procedures are transparent and open for discussion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department's allocation of committee assignments are fair and equitable to all.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next >>

Select Next to save your entries on this page and proceed to the next page.

## PERCEPTIONS OF CLIMATE AND OPPORTUNITIES

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

	Yes	No
a student	<input type="radio"/>	<input type="radio"/>
support staff	<input type="radio"/>	<input type="radio"/>
a trespasser	<input type="radio"/>	<input type="radio"/>

**3. 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
Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4. 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
by a superior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
by a colleague	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
by a student	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**5. We'd like to hear your thoughts about faculty diversity. In particular, what are your thoughts about incentive programs for hiring ethnic minority faculty?**

Next >>

Select Next to save your entries on this page and proceed to the next page.

## MENTORING

**1. In making career transitions, some people seek professional advice, counseling or mentoring. Did you receive advice or guidance in making the transition to MIT?**

- Yes, as a matter of departmental or school policy at MIT
- Yes, through my own initiative here at MIT
- Yes, through my own initiative outside MIT
- No, I didn't receive counseling and/or guidance

**2. While at MIT, have you served as a mentor for another faculty member?**

*(Check all that apply.)*

- Yes, through a formal program
- Yes, informally
- No

**3. Have you had a FORMAL mentor within your department?**

- Yes, one was assigned to me
- Yes, one was chosen by me
- No *(please go to Question 5)*

**4. How helpful have you found this FORMAL mentoring?**

- Very unhelpful
- Somewhat unhelpful
- Neither helpful nor unhelpful
- Somewhat helpful
- Very helpful
- Not applicable

**Please provide any suggestions you have about improving FORMAL mentoring at MIT.**

**5. 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)?**

- Yes
- No *(please go to Question 7)*

**6. How helpful have you found this INFORMAL mentoring?**

- Very unhelpful
- Somewhat unhelpful

- Neither helpful nor unhelpful
- Somewhat helpful
- Very helpful
- Not applicable

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

- Yes
- No
- Not applicable

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

- Mentored less than peers
- Mentored equal to peers
- Mentored more than peers
- Don't know / not applicable

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

- Yes, a formal mentor
- Yes, an informal mentor
- No
- Not applicable (I was not junior faculty at MIT)

**In what ways was your mentor helpful?**

**In what ways was your mentor not helpful?**

Next >>

Select Next to save your entries on this page and proceed to the next page.

**PROGRAMMING NOTE:** if other3 from demo file=nontenure, SKIP to [p15.html](#).

## PROMOTION / TENURE

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

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Don't know

**2. 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
Research/ scholarly work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service to MIT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collegiality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fit with the department's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment by your peers outside of MIT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining grants/funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 3. 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
Research/ scholarly work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service to MIT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional reputation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collegiality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fit with the department's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment by your peers outside of MIT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining grants/funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next >>

Select Next to save your entries on this page and proceed to the next page.

## PROMOTION / TENURE

**4. 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?**

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No (*please skip Question 5*)

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

- Very unsupportive
- Somewhat unsupportive
- Neither supportive nor unsupportive
- Somewhat supportive
- Very supportive
- Not applicable

**6. 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?**

- Yes, within the past year
- Yes, more than a year ago but within the past five years
- Yes, more than five years ago
- No (*please skip Question 7 and select Next to move to the next section*)

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

- Very unsupportive
- Somewhat unsupportive
- Neither supportive nor unsupportive
- Somewhat supportive
- Very supportive
- Not applicable

Next >>

Select Next to save your entries on this page and proceed to the next page.

## PROMOTION / TENURE: Perceptions of Promotion and Tenure

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

Select...

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

- Yes
- No
- Don't know

If No, how can transparency of the process be improved without sacrificing confidentiality of reviews?

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

- Yes
- No

If No, why not?

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

Yes  No

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

Yes  No

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

	Not at all	To some extent	To a great extent
Reappointment of Assistant Professors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion from Assistant Professor to Associate Professor without tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion from Associate Professor without tenure to Associate Professor with tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. Do you understand the various steps involved in a promotion/tenure review?**

	Yes	No
How Committee members are selected for review?	<input type="radio"/>	<input type="radio"/>
How external reviewers are selected?	<input type="radio"/>	<input type="radio"/>
How internal reviewers are selected?	<input type="radio"/>	<input type="radio"/>
What kind of weight is given to teaching/research/service?	<input type="radio"/>	<input type="radio"/>

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

- Yes, I progressed from junior faculty to tenured faculty while at MIT
- No, I was hired as tenured MIT faculty
- No, I am currently junior faculty

**PROGRAMMING NOTE:** if MITjunhere=2 OR 3 (person hasn't moved from junior to tenure at MIT), skip p14.html

Next >>

Select Next to save your entries on this page and proceed to the next page.

## PROMOTION / TENURE: Current Practice

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

- Never
- Less than once a year
- Once a year
- More than once a year

**2. Who described to you how the process of promotion and tenure review works at MIT?**

*(Check all that apply.)*

- Dean
- Department Head
- Your mentor
- Other faculty

- No one
- Other

**3. 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
Research leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced teaching load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources for attending professional meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Generous start-up funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving regular feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4. Which current practices make it difficult for junior faculty to meet MIT's standard for tenure?**

**5. What kind of feedback prior to the promotion and tenure process is most useful?**

**6. Are you aware of any good practices by other universities comparable to MIT which MIT may want to adopt in improving the efficiency, fairness and/or transparency of the promotion and tenure review process?**

Select Next to save your entries on this page and proceed to the next page.

## HIRING / RETENTION

**1. 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?**

- Yes
- No (*Please go to Question 3*)

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

- Salary
- Benefits
- Course load
- Administrative responsibilities
- Leave time

- Summer salary
- Special timing of the tenure clock
- Equipment/ laboratory/ research start-up
- Employment for spouse/ partner
- Other (please specify)
- None

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

- Very unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Very likely

Next >>

Select Next to save your entries on this page and proceed to the next page.

## HIRING / RETENTION

**4. 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
To increase your salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve your prospects for tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To enhance your career in other ways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To find a more supportive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To increase your time to do research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a nonacademic job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To reduce stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address child-related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To address elder-care related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve the employment situation of your spouse/ partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To lower your cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To garner more respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input style="width: 440px; height: 20px;" type="text"/>				

Next >>

Select Next to save your entries on this page and proceed to the next page.

# LIFE OUTSIDE THE INSTITUTION

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

- Very Dissatisfied
- Somewhat Dissatisfied
- Neither Dissatisfied nor Satisfied
- Somewhat Satisfied
- Very Satisfied

## 2. 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
Managing household responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of someone who is ill, disabled, aging, and/ or in need of special services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to pursue outside interests and avocations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time to think and reflect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time for non-work activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>


## 3. Please indicate your satisfaction with the following:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
The way you divide your time between work and personal/family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way you divide your attention between work and personal/family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well your work life and your personal/family life fit together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ability to integrate the needs of your work with those of your personal/family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 4. Do you have a spouse or domestic partner?

- Yes, I have a spouse
- Yes, I have a domestic partner
- No

## 5. How many children do you have in total?

select... 





## 2. Which description best describes your childcare arrangements?

- In your home by a spouse/relative
- In your home by a paid professional/nanny/babysitter
- Outside your home at an MIT child care center
- Outside your home at a child care center near your home
- Outside your home at a child care center near your work
- I do not use childcare resources
- Other, please specify

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

Please select spending per month

## 4. How difficult was it for you to locate appropriate childcare?

- Very difficult
- Somewhat difficult
- Not difficult at all
- Not applicable

Next >>

Select Next to save your entries on this page and proceed to the next page.

**PROGRAMMING NOTE: if spouse=3 (no spouse) from p17.html, skip p19.html.**

# LIFE OUTSIDE THE INSTITUTION: Your Spouse / Domestic Partner

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

- Faculty member at MIT
- Post-doctoral fellow/ Research associate at MIT
- Graduate student at MIT
- Employed at MIT in some other capacity
- Faculty member elsewhere
- Post-doctoral fellow/ Research associate elsewhere
- Graduate student elsewhere
- Employed elsewhere in some other capacity
- Not employed and actively seeking employment
- Not employed and not currently seeking employment
- Other (please specify)
- Not applicable

If your spouse/ domestic partner is employed at MIT, please answer Question 2, otherwise skip to Question 3:

**2. 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.**

- We became partners after we were both employed at MIT
- My spouse/ partner and I were recruited /retained by MIT as a couple
- I was recruited by MIT and employment for my spouse/ partner followed
- My spouse/ partner was recruited by MIT and employment for me followed
- Not applicable

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

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

**4. 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?**

- No, my spouse/ partner lives and works in the same community as me
- Yes, my spouse/ partner and I live together, but one or both of us commutes or travels frequently to another community for work
- Yes, my spouse/ partner and I live in separate communities at least part of the time
- Not applicable

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

- Yes
- No
- Not applicable

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

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

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

- Yes
- No

Next >>

Select Next to save your entries on this page and proceed to the next page.

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## DEMOGRAPHICS

**To better understand our faculty, we'd like to ask a few more questions about your**

**background and experiences.**

**1. What is your gender?**

- Male
- Female

**2. What is your race or ethnic group? (Check all that apply.)**

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Other

**3. What is your sexual orientation?**

- Heterosexual
- Bisexual
- Homosexual
- Other, please specify

**4. Is English your first language?**

- Yes
- No

**5. Were you born in the U.S.?**

- Yes
- No

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

- Before high school
- During high school
- During college
- During graduate/professional school
- At the first professional employment at MIT
- At the first professional employment at another institution
- Other (please specify)

Next >>

Select Next to save your entries on this page and proceed to the next page.

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## OVERALL ASSESSMENT

**1. 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.**

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree

Strongly agree

**2. Use a few words to describe the two most important positive aspects of the current MIT environment for you.**

**3. Use a few words to describe the two most important negative aspects of the current MIT environment for you.**

**4. If you would like to see improvement in the atmosphere/climate of your academic unit or more generally at MIT, what remedies or strategies would you suggest?**

FINISH >>

Select FINISH to save your entries on this page and complete the survey.

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Thank you for filling out this survey.

The results of the survey will be available late Spring 2008. The data will be used extensively by the Office of the Associate Provost for Faculty Equity and Institutional Research, Office of the Provost. If you have any questions about this survey, please contact [facultysurvey@mit.edu](mailto:facultysurvey@mit.edu) or Lydia Snover at [lsnover@mit.edu](mailto:lsnover@mit.edu).

## Resources for MIT Faculty

### MIT Faculty Resources

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

### ACCORD

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

### Teaching With Technology

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

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