

2012 MIT Staff Survey  
 Lincoln Lab by Employee Type

**Response Rate**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Answered at least one question	Yes	83%	71%	43%	69%	67%
	No	17%	29%	57%	31%	33%
	Number invited	322	324	439	2169	3254

SATISFACTION

**Overall, how satisfied are you being an employee of MIT Lincoln Laboratory?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Overall, how satisfied are you being an employee of MIT Lincoln Laboratory?	Very dissatisfied	0%	0%	1%	1%	1%
	Somewhat dissatisfied	5%	3%	3%	5%	4%
	Neither dissatisfied nor satisfied	3%	4%	3%	3%	3%
	Somewhat satisfied	27%	28%	24%	32%	30%
	Very satisfied	65%	65%	69%	59%	62%
	N	265	229	190	1484	2168

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

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Overall, how satisfied are you with your life outside MIT?	Very dissatisfied	0%	0%	0%	0%	0%
	Somewhat dissatisfied	2%	1%	1%	3%	2%
	Neither dissatisfied nor satisfied	1%	3%	5%	4%	3%
	Somewhat satisfied	33%	31%	34%	37%	36%
	Very satisfied	65%	65%	60%	56%	58%
	N	264	229	190	1480	2163

Please indicate the degree to which you are satisfied with your ability to integrate the needs of your work with those of your personal/family life.

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Please indicate the degree to which you are satisfied with your ability to integrate the needs of your work with those of your personal/family life.	Very dissatisfied	1%	0%	0%	1%	1%
	Somewhat dissatisfied	5%	4%	2%	8%	7%
	Neither dissatisfied nor satisfied	8%	10%	9%	8%	8%
	Somewhat satisfied	40%	36%	39%	39%	39%
	Very satisfied	45%	49%	49%	43%	45%
N		266	225	190	1481	2162

How satisfied are you with the resources MIT provides to support your research and scholarship?

		Employee Type	
		Research Staff	Overall
How satisfied are you with the resources MIT provides to support your research and scholarship?	Very dissatisfied	1%	1%
	Somewhat dissatisfied	4%	4%
	Neither dissatisfied nor satisfied	9%	9%
	Somewhat satisfied	31%	31%
	Very satisfied	55%	55%
N		1163	1163

*'Not applicable' counted as missing.*

**How satisfied are you with the resources MIT provides to support your teaching?**

		Employee Type	
		Research Staff	Overall
How satisfied are you with the resources MIT provides to support your teaching?	Very dissatisfied	1%	1%
	Somewhat dissatisfied	3%	3%
	Neither dissatisfied nor satisfied	45%	45%
	Somewhat satisfied	21%	21%
	Very satisfied	30%	30%
	N	67	67

*'Not applicable' counted as missing.*

**More specifically, please indicate the degree to which you are satisfied with each of the following:**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Salary	Very dissatisfied	3%	5%	6%	3%	3%
	Somewhat dissatisfied	19%	26%	9%	10%	13%
	Neither dissatisfied nor satisfied	9%	12%	9%	9%	9%
	Somewhat satisfied	48%	38%	47%	44%	44%
	Very satisfied	22%	18%	30%	34%	31%
	N		256	225	186	1397
Start-up funds (e.g., seed funding)	Very dissatisfied	0%	0%	0%	2%	2%
	Somewhat dissatisfied	0%	0%	0%	12%	12%
	Neither dissatisfied nor satisfied	0%	0%	0%	37%	37%
	Somewhat satisfied	0%	0%	0%	27%	27%
	Very satisfied	0%	0%	0%	22%	22%
	N		0	0	0	427
Benefits package	Very dissatisfied	5%	4%	7%	3%	4%
	Somewhat dissatisfied	8%	8%	8%	5%	6%
	Neither dissatisfied nor satisfied	4%	6%	7%	5%	5%

More specifically, please indicate the degree to which you are satisfied with each of the following:

(cont.)

	Employee Type					Overall
	Admin Staff	Support Staff	Service Staff	Research Staff		
	Somewhat satisfied	30%	24%	27%	32%	31%
	Very satisfied	54%	58%	52%	54%	54%
	N	240	212	183	1369	2004
Support for securing grants (e.g, support for program development, including funding procurement)	Very dissatisfied	0%	0%	0%	2%	2%
	Somewhat dissatisfied	0%	0%	0%	11%	11%
	Neither dissatisfied nor satisfied	0%	0%	0%	36%	36%
	Somewhat satisfied	0%	0%	0%	33%	33%
	Very satisfied	0%	0%	0%	17%	17%
	N	0	0	0	452	452
Teaching responsibilities	Very dissatisfied	0%	0%	0%	8%	8%
	Somewhat dissatisfied	0%	0%	0%	8%	8%
	Neither dissatisfied nor satisfied	0%	0%	0%	60%	60%
	Somewhat satisfied	0%	0%	0%	24%	24%
	Very satisfied	0%	0%	0%	0%	0%
	N	0	0	0	25	25
Access to teaching assistants	Very dissatisfied	0%	0%	0%	10%	10%
	Somewhat dissatisfied	0%	0%	0%	10%	10%
	Neither dissatisfied nor satisfied	0%	0%	0%	70%	70%
	Somewhat satisfied	0%	0%	0%	10%	10%
	Very satisfied	0%	0%	0%	0%	0%
	N	0	0	0	20	20
Advising and mentoring responsibilities	Very dissatisfied	0%	0%	0%	3%	3%
	Somewhat dissatisfied	0%	0%	0%	10%	10%
	Neither dissatisfied nor satisfied	0%	0%	0%	27%	27%
	Somewhat satisfied	0%	0%	0%	36%	36%
	Very satisfied	0%	0%	0%	24%	24%
	N	0	0	0	628	628

**More specifically, please indicate the degree to which you are satisfied with each of the following:**

*(cont.)*

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
Quality of graduate/professional students	Very dissatisfied	0%	0%	0%	3%	3%	
	Somewhat dissatisfied	0%	0%	0%	2%	2%	
	Neither dissatisfied nor satisfied	0%	0%	0%	16%	16%	
	Somewhat satisfied	0%	0%	0%	22%	22%	
	Very satisfied	0%	0%	0%	56%	56%	
	N	0	0	0	426	426	
Quality of undergraduate students	Very dissatisfied	0%	0%	0%	2%	2%	
	Somewhat dissatisfied	0%	0%	0%	2%	2%	
	Neither dissatisfied nor satisfied	0%	0%	0%	19%	19%	
	Somewhat satisfied	0%	0%	0%	24%	24%	
	Very satisfied	0%	0%	0%	52%	52%	
	N	0	0	0	383	383	
Time available for scholarly work	Very dissatisfied	0%	0%	0%	4%	4%	
	Somewhat dissatisfied	0%	0%	0%	26%	26%	
	Neither dissatisfied nor satisfied	0%	0%	0%	27%	27%	
	Somewhat satisfied	0%	0%	0%	29%	29%	
	Very satisfied	0%	0%	0%	14%	14%	
	N	0	0	0	838	838	
Committee and administrative responsibilities (2 variables combined)	Very dissatisfied	2%	2%	3%	2%	2%	
	Somewhat dissatisfied	5%	5%	9%	10%	9%	
	Neither dissatisfied nor satisfied	22%	40%	31%	38%	36%	
	Somewhat satisfied	34%	29%	24%	31%	31%	
	Very satisfied	37%	25%	32%	18%	22%	
	N	127	101	90	719	1037	
Office space	Very dissatisfied	5%	10%	7%	7%	7%	
	Somewhat dissatisfied	19%	12%	18%	19%	18%	
	Neither dissatisfied nor satisfied	9%	11%	13%	15%	14%	

**More specifically, please indicate the degree to which you are satisfied with each of the following:**

*(cont.)*

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
	Somewhat satisfied	29%	29%	27%	29%	29%
	Very satisfied	39%	38%	35%	30%	32%
	N	249	219	164	1391	2023
Lab or research space	Very dissatisfied	0%	0%	0%	5%	5%
	Somewhat dissatisfied	0%	0%	0%	21%	21%
	Neither dissatisfied nor satisfied	0%	0%	0%	16%	16%
	Somewhat satisfied	0%	0%	0%	33%	33%
	Very satisfied	0%	0%	0%	25%	25%
	N	0	0	0	1101	1101
Classroom space	Very dissatisfied	0%	0%	0%	3%	3%
	Somewhat dissatisfied	0%	0%	0%	10%	10%
	Neither dissatisfied nor satisfied	0%	0%	0%	44%	44%
	Somewhat satisfied	0%	0%	0%	21%	21%
	Very satisfied	0%	0%	0%	23%	23%
	N	0	0	0	39	39
Physical campus environment (e.g., buildings, landscape, walkways)	Very dissatisfied	6%	4%	7%	2%	3%
	Somewhat dissatisfied	9%	7%	12%	12%	11%
	Neither dissatisfied nor satisfied	12%	13%	10%	19%	17%
	Somewhat satisfied	32%	24%	18%	33%	31%
	Very satisfied	41%	51%	53%	34%	38%
	N	222	205	168	1286	1881
Space for meetings, conferences, and other collaborative activities	Very dissatisfied	5%	9%	5%	4%	5%
	Somewhat dissatisfied	10%	17%	12%	21%	18%
	Neither dissatisfied nor satisfied	13%	11%	11%	17%	15%
	Somewhat satisfied	39%	33%	25%	33%	33%
	Very satisfied	34%	30%	47%	26%	29%
	N	241	207	154	1369	1971

More specifically, please indicate the degree to which you are satisfied with each of the following:

(cont.)

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
Library resources	Very dissatisfied	0%	0%	0%	3%	3%	
	Somewhat dissatisfied	0%	0%	0%	2%	2%	
	Neither dissatisfied nor satisfied	0%	0%	0%	7%	7%	
	Somewhat satisfied	0%	0%	0%	19%	19%	
	Very satisfied	0%	0%	0%	69%	69%	
	N	0	0	0	1329	1329	

'Not applicable' counted as missing.

If you could decide all over again whether to be an employee at MIT Lincoln Laboratory, what would you decide?

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
If you could decide all over again whether to be an employee at MIT Lincoln Laboratory, what would you decide?	I would choose not to come to MIT.	1%	1%	1%	1%	1%	
	I would have second thoughts.	4%	6%	6%	10%	9%	
	I would choose to come to MIT.	95%	92%	93%	89%	90%	
	N	94	79	70	751	994	

WORKLOAD

**Overall, how would you rate your workload?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Overall, how would you rate your workload?	Much too light	0%	1%	1%	0%	0%
	Too light	1%	4%	4%	3%	3%
	About right	66%	79%	83%	65%	68%
	Too heavy	24%	13%	12%	27%	24%
	Much too heavy	8%	3%	0%	6%	5%
	N	250	220	186	1352	2008

**How many hours is your typical work week?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
How many hours is your typical work week?	Mean	47	40	39	47	45
	Minimum	9	9	5	8	5
	Percentile 25	40	40	40	40	40
	Median	45	40	40	45	45
	Percentile 75	50	40	40	50	50
	Maximum	440	55	58	100	440
	N	248	219	186	1333	1986



**During a typical work week at MIT, do any of the following apply to how you work?**

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
I work from home	Yes	34%	4%	6%	46%	36%
	No	66%	96%	94%	54%	64%
	N	245	215	183	1344	1987
I work on my commute	Yes	13%	2%	3%	11%	9%
	No	87%	98%	97%	89%	91%
	N	235	215	180	1317	1947
I set my own hours	Yes	19%	7%	19%	57%	44%
	No	81%	93%	81%	43%	56%
	N	235	215	184	1334	1968

**As you think about how you spend your time, what percentage of your average work week do you spend on each of the following work-related activities?**

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Teaching (including preparing materials for class, lecturing, etc.)	Mean	.	.	.	2	2
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	95	95
	N		0	0	0	1004
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	Mean	.	.	.	2	2
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	90	90
	N		0	0	0	995

**As you think about how you spend your time, what percentage of your average work week do you spend on each of the following work-related activities?**

(cont.)

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Scholarship, conducting research, creating or performing artistic work (including writing, attending professional meetings, writing and administering grants, etc.)	Mean	.	.	.	38	38
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	20	20
	Percentile 75	.	.	.	80	80
	Maximum	.	.	.	100	100
	N		0	0	0	1096
Administrative responsibilities and university service (committee work, mentoring, etc.)	Mean	.	.	.	13	13
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	5	5
	Percentile 75	.	.	.	20	20
	Maximum	.	.	.	100	100
	N		0	0	0	1079
Service external to the university (to one's discipline, outreach or extension activities, etc.)	Mean	.	.	.	5	5
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	5	5
	Maximum	.	.	.	100	100
	N		0	0	0	979
Other work-related activities (e.g., travel, meeting with sponsors, program development, and proposal, progress report, and briefing preparation)	Mean	.	.	.	38	38
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	20	20
	Percentile 75	.	.	.	80	80
	Maximum	.	.	.	100	100
	N		0	0	0	1084

Please indicate your level of agreement or disagreement with the following statements:

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
My primary department/unit is a good fit for me.	Strongly disagree	2%	1%	2%	2%	2%	
	Somewhat disagree	5%	5%	3%	7%	6%	
	Neither agree nor disagree	4%	6%	5%	6%	6%	
	Somewhat agree	26%	27%	26%	32%	30%	
	Strongly agree	63%	60%	63%	54%	57%	
	N	248	219	185	1344	1996	
At work I have the opportunity to do what I do best every day.	Strongly disagree	2%	2%	2%	3%	3%	
	Somewhat disagree	8%	6%	5%	13%	11%	
	Neither agree nor disagree	8%	13%	7%	11%	11%	
	Somewhat agree	36%	41%	39%	44%	42%	
	Strongly agree	45%	38%	48%	29%	34%	
	N	249	215	187	1343	1994	
My associates or fellow employees are committed to doing quality work.	Strongly disagree	2%	0%	3%	1%	1%	
	Somewhat disagree	4%	7%	4%	3%	4%	
	Neither agree nor disagree	8%	7%	8%	5%	6%	
	Somewhat agree	29%	28%	25%	28%	28%	
	Strongly agree	58%	57%	60%	62%	61%	
	N	251	220	186	1352	2009	
I feel recognized for my contribution to MIT.	Strongly disagree	5%	8%	5%	5%	5%	
	Somewhat disagree	14%	15%	13%	11%	12%	
	Neither agree nor disagree	13%	20%	15%	18%	17%	
	Somewhat agree	37%	34%	30%	37%	36%	
	Strongly agree	30%	22%	37%	30%	30%	
	N	246	215	184	1335	1980	
My colleagues value my research/scholarship.	Strongly disagree	0%	0%	0%	1%	1%	
	Somewhat disagree	0%	0%	0%	4%	4%	
	Neither agree nor disagree	0%	0%	0%	13%	13%	

Please indicate your level of agreement or disagreement with the following statements:

(cont.)

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
	Somewhat agree	0%	0%	0%	46%	46%	
	Strongly agree	0%	0%	0%	36%	36%	
	N	0	0	0	1213	1213	
I have the resources (equipment, training, budget, etc.) I need to do my job well.	Strongly disagree	3%	1%	3%	2%	2%	
	Somewhat disagree	8%	8%	9%	7%	7%	
	Neither agree nor disagree	6%	8%	9%	9%	8%	
	Somewhat agree	39%	33%	32%	41%	39%	
	Strongly agree	45%	49%	48%	42%	44%	
	N	233	212	186	1337	1968	
I am confident in my ability to do my job well.	Strongly disagree	1%	0%	1%	0%	1%	
	Somewhat disagree	2%	0%	1%	2%	1%	
	Neither agree nor disagree	2%	2%	1%	4%	3%	
	Somewhat agree	14%	14%	13%	26%	22%	
	Strongly agree	82%	85%	85%	68%	73%	
	N	247	221	184	1345	1997	
It is important to my department that I am physically in my office or lab.	Strongly disagree	2%	0%	2%	2%	2%	
	Somewhat disagree	9%	3%	3%	9%	8%	
	Neither agree nor disagree	12%	7%	11%	18%	16%	
	Somewhat agree	38%	21%	25%	38%	35%	
	Strongly agree	40%	68%	59%	32%	40%	
	N	240	218	173	1337	1968	
My supervisor/chair/dean is open to flexible work arrangements. (2 variables combined)	Strongly disagree	8%	7%	4%	2%	3%	
	Somewhat disagree	9%	7%	7%	3%	5%	
	Neither agree nor disagree	17%	11%	9%	12%	12%	
	Somewhat agree	30%	29%	20%	36%	33%	
	Strongly agree	38%	46%	60%	47%	47%	
	N	240	201	181	1312	1934	

**Please indicate your level of agreement or disagreement with the following statements:**

*(cont.)*

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
My supervisor/chair/dean seems to care about me as a person. (2 variables combined)	Strongly disagree	4%	2%	4%	3%	3%	
	Somewhat disagree	7%	6%	5%	4%	5%	
	Neither agree nor disagree	11%	11%	12%	13%	12%	
	Somewhat agree	27%	24%	19%	32%	29%	
	Strongly agree	50%	56%	59%	48%	50%	
	N	248	219	187	1337	1991	
I know what is expected of me in my position.	Strongly disagree	2%	1%	2%	2%	2%	
	Somewhat disagree	6%	2%	3%	7%	6%	
	Neither agree nor disagree	5%	3%	4%	9%	7%	
	Somewhat agree	22%	24%	19%	38%	32%	
	Strongly agree	66%	70%	73%	44%	52%	
	N	248	221	187	1348	2004	

*'N/A' counted as missing.*

**Do you directly supervise others, including students and staff?**

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
Do you directly supervise others, including students and staff?	I do not supervise others.	56%	94%	87%	56%	63%	
	I directly supervise 5 or fewer people.	23%	6%	11%	26%	22%	
	I directly supervise between 6 and 10 people.	10%	0%	1%	7%	6%	
	I directly supervise more than 10 people.	11%	0%	2%	11%	9%	
	N	243	219	184	1295	1941	

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

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Department/Division committees	Mean	1.1	.5	.3	.6	.6
	Minimum	0	0	0	0	0
	Percentile 25	0	0	0	0	0
	Median	0	0	0	0	0
	Percentile 75	2	0	0	1	1
	Maximum	9	9	9	9	9
	N		223	212	172	1219
Institute or School committees	Mean	.4	.2	.1	.2	.2
	Minimum	0	0	0	0	0
	Percentile 25	0	0	0	0	0
	Median	0	0	0	0	0
	Percentile 75	0	0	0	0	0
	Maximum	9	9	5	9	9
	N		214	201	164	1178
External committees or boards related to your discipline (e.g., accreditation, editor of a journal, officer of a professional association)	Mean	.	.	.	.3	.3
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	9	9
	N		0	0	0	1186

Note: 9 = 'more than 8' committees

**How many classes (excluding independent studies) did you teach during the 2011 calendar year, including IAP 2011, Spring 2011 and Fall 2011?**

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Classes primarily for MIT undergraduates	Mean	.	.	.	.0	.0
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	4	4
	N	0	0	0	760	760
Classes primarily for MIT graduate/professional students	Mean	.	.	.	.0	.0
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	8	8
	N	0	0	0	762	762

*Note 1: 8 = '8+' Note 2: 'N/A' counted as missing*

**How many of each of the following types of advisees do you have?**

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Undergraduate students	Mean	.	.	.	.1	.1
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	14	14
	N		0	0	0	951
Graduate/professional students	Mean	.	.	.	.1	.1
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	25	25
	N		0	0	0	949
Postdoctoral associates or fellows	Mean	.	.	.	.1	.1
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	20	20
	N		0	0	0	932
Informal student advisees	Mean	.	.	.	.1	.1
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	6	6
	N		0	0	0	941

*Note: 51 = 'more than 50' advisees*



**In the past 12 months, how many of each of the following did you submit?**

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
Papers for publication in peer-reviewed journals	Mean	.	.	.	.3	.3
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	6	6
	N		0	0	0	1142
Papers for presentation at conferences	Mean	.	.	.	.6	.6
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	1	1
	Maximum	.	.	.	10	10
	N		0	0	0	1159
Books: authored	Mean	.	.	.	.0	.0
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	2	2
	N		0	0	0	1106
Books: edited	Mean	.	.	.	.0	.0
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	2	2
	N		0	0	0	1107

**In the past 12 months, how many of each of the following did you submit?**

*(cont.)*

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Chapters in books	Mean	.	.	.	.0	.0
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	3	3
	N	0	0	0	1102	1102
Other scholarly or creative works	Mean	.	.	.	.4	.4
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	10	10
	N	0	0	0	1110	1110
Grant proposals	Mean	.	.	.	.5	.5
	Minimum	.	.	.	0	0
	Percentile 25	.	.	.	0	0
	Median	.	.	.	0	0
	Percentile 75	.	.	.	0	0
	Maximum	.	.	.	10	10
	N	0	0	0	1116	1116

*Note: 10 = '10 or more*

Please indicate your level of agreement or disagreement with the following statements:

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
I am satisfied with opportunities to collaborate with colleagues in my department/lab/center.	Strongly disagree	1%	4%	2%	1%	2%	
	Somewhat disagree	7%	5%	6%	5%	5%	
	Neither agree nor disagree	14%	32%	16%	13%	15%	
	Somewhat agree	35%	36%	33%	42%	40%	
	Strongly agree	42%	22%	44%	39%	38%	
	N	177	161	162	1172	1672	
I am satisfied with opportunities to collaborate with colleagues in other departments/labs/centers at MIT.	Strongly disagree	3%	5%	1%	2%	3%	
	Somewhat disagree	10%	6%	7%	10%	9%	
	Neither agree nor disagree	22%	39%	22%	28%	28%	
	Somewhat agree	32%	36%	38%	39%	38%	
	Strongly agree	34%	14%	31%	21%	23%	
	N	155	146	143	1091	1535	
Interdisciplinary research is recognized and rewarded by my department/lab/center.	Strongly disagree	0%	0%	0%	4%	4%	
	Somewhat disagree	0%	0%	0%	8%	8%	
	Neither agree nor disagree	0%	0%	0%	29%	29%	
	Somewhat agree	0%	0%	0%	37%	37%	
	Strongly agree	0%	0%	0%	23%	23%	
	N	0	0	0	1015	1015	

'N/A' counted as missing.

POTENTIAL SOURCES OF STRESS

**During the past year, how often have you felt overwhelmed by all you had to do?**

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
During the past year, how often have you felt overwhelmed by all you had to do?	Never	12%	19%	32%	9%	13%	
	Occasionally	64%	67%	60%	63%	63%	
	Often	15%	10%	7%	19%	17%	
	Very Often	9%	4%	2%	8%	7%	
	N	239	215	182	1257	1893	

**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.**

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
Managing a group, research group, grant or major project (e.g., finances, personnel) (2 variables combined)	Not at all	11%	27%	31%	23%	23%	
	Somewhat	7%	18%	14%	24%	20%	
	Extensive	3%	2%	1%	8%	6%	
	Not applicable	79%	53%	55%	44%	51%	
	N	225	215	176	1199	1815	
Securing funding for research	Not at all	0%	0%	0%	29%	29%	
	Somewhat	0%	0%	0%	18%	18%	
	Extensive	0%	0%	0%	6%	6%	
	Not applicable	0%	0%	0%	47%	47%	
	N	0	0	0	1204	1204	
Scholarly productivity	Not at all	0%	0%	0%	24%	24%	
	Somewhat	0%	0%	0%	30%	30%	
	Extensive	0%	0%	0%	8%	8%	
	Not applicable	0%	0%	0%	37%	37%	
	N	0	0	0	1193	1193	
Teaching responsibilities	Not at all	0%	0%	0%	33%	33%	
	Somewhat	0%	0%	0%	1%	1%	
	Extensive	0%	0%	0%	0%	0%	

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.

(cont.)

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
	Not applicable	0%	0%	0%	66%	66%
	N	0	0	0	1196	1196
Advising responsibilities	Not at all	0%	0%	0%	35%	35%
	Somewhat	0%	0%	0%	8%	8%
	Extensive	0%	0%	0%	1%	1%
	Not applicable	0%	0%	0%	57%	57%
	N	0	0	0	1194	1194
Committee and/or administrative responsibilities	Not at all	0%	0%	0%	38%	38%
	Somewhat	0%	0%	0%	20%	20%
	Extensive	0%	0%	0%	2%	2%
	Not applicable	0%	0%	0%	39%	39%
	N	0	0	0	1198	1198
Timing of departmental meetings and functions	Not at all	37%	42%	52%	47%	46%
	Somewhat	32%	23%	18%	27%	26%
	Extensive	4%	4%	1%	3%	3%
	Not applicable	27%	30%	30%	23%	25%
	N	226	215	176	1196	1813
Review/promotion process	Not at all	0%	0%	0%	37%	37%
	Somewhat	0%	0%	0%	38%	38%
	Extensive	0%	0%	0%	9%	9%
	Not applicable	0%	0%	0%	16%	16%
	N	0	0	0	1209	1209
Departmental or campus politics	Not at all	27%	34%	40%	44%	41%
	Somewhat	36%	28%	26%	29%	29%
	Extensive	12%	6%	6%	8%	8%
	Not applicable	24%	32%	29%	18%	22%
	N	226	215	176	1200	1817
Bias/discrimination/unfairness	Not at all	53%	54%	61%	70%	65%
	Somewhat	21%	19%	16%	9%	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.

(cont.)

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
	Extensive	4%	7%	6%	4%	4%
	Not applicable	23%	20%	16%	18%	18%
	N	226	214	176	1201	1817
Uncertain or undefined job expectations	Not at all	39%	47%	57%	40%	42%
	Somewhat	38%	34%	29%	40%	38%
	Extensive	9%	4%	4%	12%	10%
	Not applicable	14%	15%	10%	8%	10%
	N	226	215	176	1213	1830
Lack of community at work	Not at all	54%	56%	64%	64%	61%
	Somewhat	26%	19%	21%	23%	23%
	Extensive	3%	6%	1%	4%	4%
	Not applicable	17%	19%	14%	9%	12%
	N	227	213	175	1200	1815
Lack of time for friends and family	Not at all	48%	56%	71%	44%	49%
	Somewhat	36%	23%	19%	39%	35%
	Extensive	5%	4%	2%	11%	8%
	Not applicable	11%	16%	7%	6%	8%
	N	228	214	178	1208	1828
Other	Not at all	13%	20%	26%	20%	19%
	Somewhat	4%	7%	6%	7%	7%
	Extensive	14%	8%	6%	17%	14%
	Not applicable	68%	66%	62%	56%	60%
	N	92	90	69	484	735

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.

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
Managing household responsibilities	Not at all	36%	40%	47%	30%	34%	
	Somewhat	51%	46%	45%	57%	54%	
	Extensive	12%	9%	7%	11%	11%	
	Not applicable	1%	4%	1%	1%	2%	
	N	232	214	177	1213	1836	
Finding suitable childcare	Not at all	35%	28%	39%	44%	41%	
	Somewhat	8%	9%	7%	13%	11%	
	Extensive	3%	1%	3%	3%	3%	
	Not applicable	55%	62%	51%	40%	45%	
	N	231	216	179	1207	1833	
Cost of childcare	Not at all	29%	26%	35%	41%	37%	
	Somewhat	10%	5%	7%	11%	10%	
	Extensive	6%	6%	6%	7%	7%	
	Not applicable	55%	62%	53%	41%	46%	
	N	231	216	179	1210	1836	
Lack of time to spend with children	Not at all	30%	31%	42%	33%	33%	
	Somewhat	31%	18%	19%	28%	27%	
	Extensive	3%	3%	3%	9%	7%	
	Not applicable	36%	48%	36%	30%	34%	
	N	230	216	178	1209	1833	
Relationship with spouse or partner	Not at all	54%	52%	58%	46%	49%	
	Somewhat	35%	27%	26%	39%	36%	
	Extensive	3%	7%	5%	9%	8%	
	Not applicable	8%	15%	11%	6%	8%	
	N	233	215	180	1214	1842	
Relationship with friends	Not at all	66%	67%	69%	60%	63%	
	Somewhat	30%	24%	25%	35%	32%	

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.

(cont.)

	Employee Type					Overall
	Admin Staff	Support Staff	Service Staff	Research Staff		
	Extensive	2%	5%	1%	3%	3%
	Not applicable	2%	4%	6%	2%	3%
	N	230	216	178	1209	1833
Managing or providing care for someone who is ill, disabled, aging, and/or in need of special services	Not at all	33%	31%	41%	45%	41%
	Somewhat	26%	23%	24%	18%	20%
	Extensive	11%	8%	8%	9%	9%
	Not applicable	30%	38%	27%	29%	30%
	N	230	216	180	1211	1837
Your health	Not at all	53%	55%	55%	52%	53%
	Somewhat	42%	34%	38%	40%	39%
	Extensive	3%	7%	5%	6%	6%
	Not applicable	2%	4%	2%	2%	2%
	N	232	215	179	1219	1845
Cost of living	Not at all	16%	22%	24%	37%	32%
	Somewhat	67%	49%	54%	45%	49%
	Extensive	18%	27%	21%	16%	18%
	Not applicable	0%	1%	1%	2%	1%
	N	233	215	180	1225	1853
Inability to pursue outside interests and avocations	Not at all	45%	52%	62%	38%	43%
	Somewhat	45%	37%	32%	48%	45%
	Extensive	6%	8%	4%	12%	10%
	Not applicable	4%	4%	2%	1%	2%
	N	231	213	179	1219	1842
Lack of time to think and reflect	Not at all	44%	52%	59%	38%	42%
	Somewhat	46%	37%	36%	47%	44%
	Extensive	7%	7%	2%	14%	11%
	Not applicable	2%	4%	3%	1%	2%
	N	231	215	175	1220	1841



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.

(cont.)

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
Other	Not at all	25%	22%	27%	27%	26%	
	Somewhat	5%	7%	5%	2%	4%	
	Extensive	5%	4%	4%	9%	8%	
	Not applicable	65%	66%	64%	62%	63%	
	N	79	67	56	384	586	

Please indicate your level of agreement or disagreement with the following statements:

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
I can navigate the unwritten rules concerning how I should conduct myself in my position at MIT.	Strongly disagree	1%	1%	3%	2%	2%	
	Somewhat disagree	6%	3%	7%	7%	6%	
	Neither agree nor disagree	11%	18%	17%	12%	13%	
	Somewhat agree	31%	30%	23%	43%	38%	
	Strongly agree	51%	48%	51%	36%	41%	
	N	223	193	166	1207	1789	
I feel excluded from an informal network in my department/lab/center.	Strongly disagree	32%	31%	31%	36%	34%	
	Somewhat disagree	16%	17%	16%	22%	20%	
	Neither agree nor disagree	32%	28%	31%	24%	26%	
	Somewhat agree	17%	19%	16%	15%	16%	
	Strongly agree	3%	4%	6%	3%	3%	
	N	216	190	160	1187	1753	
I have to work harder than some of my colleagues to be taken	Strongly disagree	36%	32%	35%	32%	33%	
	Somewhat disagree	12%	8%	8%	15%	13%	

Please indicate your level of agreement or disagreement with the following statements:

*(cont.)*

	Employee Type					Overall
	Admin Staff	Support Staff	Service Staff	Research Staff		
Neither agree nor disagree	29%	23%	31%	29%	28%	
Somewhat agree	18%	25%	18%	18%	19%	
Strongly agree	5%	12%	8%	6%	7%	
N	223	189	169	1206	1787	

*'N/A' counted as missing.*

Please indicate your level of agreement or disagreement with the following statements:

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
The mission or purpose of my DLC makes me feel my job is important.	Strongly disagree	2%	2%	3%	1%	1%	
	Somewhat disagree	4%	11%	4%	4%	5%	
	Neither agree nor disagree	8%	11%	10%	11%	10%	
	Somewhat agree	40%	39%	34%	38%	38%	
	Strongly agree	47%	36%	50%	47%	46%	
	N	200	184	154	1116	1654	
My DLC's procedures are fair and equitable to all.	Strongly disagree	2%	3%	4%	3%	3%	
	Somewhat disagree	12%	14%	9%	9%	10%	
	Neither agree nor disagree	11%	18%	17%	15%	15%	
	Somewhat agree	40%	34%	32%	41%	39%	
	Strongly agree	35%	31%	37%	32%	33%	
	N	198	183	156	1111	1648	
My DLC's procedures are transparent and open for discussion.	Strongly disagree	6%	8%	3%	5%	6%	
	Somewhat disagree	12%	17%	9%	17%	16%	
	Neither agree nor disagree	15%	22%	25%	24%	23%	
	Somewhat agree	42%	27%	28%	33%	33%	
	Strongly agree	24%	26%	35%	21%	23%	
	N	200	179	152	1099	1630	
I have colleagues in my DLC who are my personal friends.	Strongly disagree	7%	6%	8%	4%	5%	
	Somewhat disagree	10%	5%	6%	7%	7%	
	Neither agree nor disagree	20%	18%	24%	13%	15%	
	Somewhat agree	29%	42%	31%	39%	37%	
	Strongly agree	34%	29%	31%	38%	36%	
	N	194	170	138	1100	1602	
I have colleagues at MIT outside my DLC who are my personal	Strongly disagree	12%	14%	14%	14%	13%	
	Somewhat disagree	8%	6%	5%	11%	9%	

Please indicate your level of agreement or disagreement with the following statements:

(cont.)

	Employee Type					Overall
	Admin Staff	Support Staff	Service Staff	Research Staff		
	Neither agree nor disagree	21%	18%	26%	15%	17%
	Somewhat agree	25%	33%	27%	31%	30%
	Strongly agree	35%	30%	28%	30%	30%
	N	179	162	124	1049	1514
My DLC is a place where individuals may comfortably raise personal and/or family responsibilities when scheduling DLC obligations.	Strongly disagree	4%	4%	3%	2%	2%
	Somewhat disagree	9%	6%	4%	6%	6%
	Neither agree nor disagree	17%	25%	22%	14%	16%
	Somewhat agree	39%	34%	31%	42%	40%
	Strongly agree	31%	31%	39%	37%	35%
	N	193	170	144	1092	1599
I feel that the climate and opportunities for female staff in my DLC are at least as good as those for male staff. (2 variables combined)	Strongly disagree	4%	5%	1%	2%	2%
	Somewhat disagree	6%	12%	5%	4%	5%
	Neither agree nor disagree	17%	20%	15%	13%	15%
	Somewhat agree	26%	31%	22%	29%	28%
	Strongly agree	47%	33%	56%	51%	49%
	N	196	179	144	1072	1591
I feel that the climate and opportunities for minority staff in my DLC are at least as good as those for non-minority staff. (2 variables combined)	Strongly disagree	1%	2%	2%	1%	1%
	Somewhat disagree	4%	5%	1%	3%	3%
	Neither agree nor disagree	23%	27%	19%	16%	18%
	Somewhat agree	24%	23%	19%	29%	27%
	Strongly agree	47%	45%	58%	51%	50%
	N	192	173	144	1057	1566
My supervisor/chair/director /dean creates a collegial	Strongly disagree	3%	3%	3%	3%	3%
	Somewhat disagree	8%	10%	7%	7%	8%

Please indicate your level of agreement or disagreement with the following statements:

(cont.)

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
	Neither agree nor disagree	14%	17%	11%	11%	12%
	Somewhat agree	29%	28%	25%	33%	31%
	Strongly agree	47%	42%	54%	46%	46%
	N	204	189	160	1120	1673
My supervisor/chair/director/dean helps me obtain the resources I need. (2 variables combined)	Strongly disagree	3%	1%	3%	2%	3%
	Somewhat disagree	3%	7%	5%	6%	6%
	Neither agree nor disagree	14%	20%	9%	13%	14%
	Somewhat agree	30%	25%	24%	34%	32%
	Strongly agree	49%	47%	59%	43%	46%
	N	202	189	161	1120	1672
My work environment is generally free from distractions.	Strongly disagree	9%	13%	6%	6%	7%
	Somewhat disagree	22%	18%	19%	21%	21%
	Neither agree nor disagree	14%	12%	12%	15%	15%
	Somewhat agree	33%	37%	36%	36%	36%
	Strongly agree	21%	20%	26%	21%	22%
	N	206	186	160	1121	1673
I have a voice in the decision-making that affects the direction of my DLC.	Strongly disagree	10%	19%	17%	13%	13%
	Somewhat disagree	21%	14%	14%	17%	17%
	Neither agree nor disagree	18%	32%	24%	23%	24%
	Somewhat agree	34%	27%	25%	33%	32%
	Strongly agree	17%	8%	20%	13%	14%
	N	189	166	143	1103	1601
My DLC does a good job of keeping employees informed	Strongly disagree	5%	10%	8%	5%	6%
	Somewhat disagree	12%	14%	11%	14%	14%

Please indicate your level of agreement or disagreement with the following statements:

(cont.)

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
	Neither agree nor disagree	17%	12%	11%	19%	17%
	Somewhat agree	34%	36%	35%	38%	37%
	Strongly agree	32%	29%	34%	24%	27%
	N	204	189	158	1116	1667
MIT does a good job of keeping employees informed about matters affecting us.	Strongly disagree	1%	2%	4%	1%	1%
	Somewhat disagree	4%	5%	7%	5%	5%
	Neither agree nor disagree	13%	15%	14%	22%	19%
	Somewhat agree	41%	38%	29%	45%	42%
	Strongly agree	41%	40%	46%	27%	32%
	N	204	189	164	1112	1669

'N/A' counted as missing.

PERSONAL AND DEVELOPMENT RESOURCES

**Have you used or participated in the following resources at MIT?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
MIT Work-Life Center	Aware of resource, USED IT	8%	12%	2%	5%	6%
	Aware of resource, HAVE NOT USED it	64%	62%	59%	45%	51%
	Not aware of resource	29%	26%	39%	50%	43%
	N	228	202	171	1187	1788
MIT Ombuds Office	Aware of resource, USED IT	10%	6%	4%	3%	4%
	Aware of resource, HAVE NOT USED it	77%	72%	71%	75%	75%
	Not aware of resource	14%	22%	25%	21%	21%
	N	229	203	171	1187	1790
MIT Medical	Aware of resource, USED IT	50%	51%	55%	59%	57%
	Aware of resource, HAVE NOT USED it	50%	47%	44%	40%	43%
	Not aware of resource	0%	2%	2%	1%	1%
	N	231	204	172	1193	1800
getfit@mit	Aware of resource, USED IT	36%	37%	12%	30%	30%
	Aware of resource, HAVE NOT USED it	55%	57%	80%	52%	56%
	Not aware of resource	9%	7%	8%	18%	14%
	N	230	205	169	1192	1796
MIT Tuition Assistance Plan	Aware of resource, USED IT	38%	30%	22%	32%	32%
	Aware of resource, HAVE NOT USED it	61%	65%	74%	66%	66%
	Not aware of resource	0%	5%	4%	2%	2%
	N	229	204	172	1194	1799
MIT Benefits Office	Aware of resource, USED IT	84%	73%	77%	79%	79%
	Aware of resource, HAVE NOT USED it	16%	23%	22%	20%	20%

**Have you used or participated in the following resources at MIT?**

*(cont.)*

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
Personal Assistance Program	Not aware of resource	0%	4%	1%	1%	1%	
	N	233	204	172	1198	1807	
	Aware of resource, USED IT	7%	5%	2%	3%	4%	
	Aware of resource, HAVE NOT USED it	67%	60%	65%	43%	50%	
	Not aware of resource	26%	35%	32%	54%	46%	
MIT Central HR	N	230	203	170	1188	1791	
	Aware of resource, USED IT	21%	25%	31%	17%	20%	
	Aware of resource, HAVE NOT USED it	63%	55%	51%	55%	56%	
	Not aware of resource	16%	20%	18%	28%	25%	
	N	228	204	172	1184	1788	

**How aware are you of the complaint resolution/grievance procedures available to you at MIT?**

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
How aware are you of the complaint resolution/grievance procedures available to you at MIT?	Not at all aware	23%	36%	17%	33%	31%	
	Somewhat aware	59%	52%	59%	59%	58%	
	Very aware	19%	12%	24%	7%	11%	
	N	234	204	172	1196	1806	



Please indicate your level of agreement or disagreement with the following statements:

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
I have been given growth and learning opportunities during the last year.	Strongly disagree	4%	8%	9%	4%	5%
	Somewhat disagree	9%	11%	6%	6%	7%
	Neither agree nor disagree	12%	15%	14%	10%	11%
	Somewhat agree	37%	31%	29%	39%	37%
	Strongly agree	38%	35%	42%	41%	40%
	N		225	198	171	1181
My supervisor supports me in pursuing learning and professional development opportunities.	Strongly disagree	1%	4%	6%	3%	3%
	Somewhat disagree	5%	4%	5%	5%	5%
	Neither agree nor disagree	11%	14%	15%	13%	13%
	Somewhat agree	29%	28%	22%	35%	32%
	Strongly agree	54%	51%	52%	45%	48%
	N		228	200	169	1168
My performance reviews are conducted on a regular basis.	Strongly disagree	1%	6%	4%	3%	3%
	Somewhat disagree	6%	8%	7%	6%	6%
	Neither agree nor disagree	4%	9%	7%	8%	7%
	Somewhat agree	22%	25%	25%	27%	26%
	Strongly agree	66%	52%	58%	56%	57%
	N		224	191	170	1154
I am given the opportunity to serve on important committees.	Strongly disagree	7%	13%	23%	11%	12%
	Somewhat disagree	9%	13%	10%	15%	14%
	Neither agree nor disagree	28%	39%	30%	31%	32%
	Somewhat agree	31%	20%	23%	25%	25%
	Strongly agree	25%	15%	14%	18%	18%
	N		184	137	103	968

'N/A' counted as missing.

MENTORING

**While at MIT, have you SERVED as a mentor? For the purpose of this question, please exclude undergraduate and graduate students.**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
While at MIT, have you SERVED as a mentor? For the purpose of this question, please exclude undergraduate and graduate students. (2 variables combined)	Yes, through a formal program only	2%	0%	1%	4%	3%
	Yes, informally only	32%	12%	17%	40%	33%
	Yes, both through a formal program and informally	6%	0%	0%	10%	7%
	No	60%	88%	82%	47%	57%
	N	230	202	173	1186	1791

**Beyond advising, have you SERVED as a mentor to MIT students?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Beyond advising, have you SERVED as a mentor to MIT students?	Yes, to both undergraduate and graduate students	0%	0%	1%	4%	3%
	Yes, to undergraduate students only	0%	0%	2%	4%	3%
	Yes, to graduate students only	0%	0%	1%	4%	2%
	No	99%	99%	96%	88%	91%
	N	227	202	173	1185	1787

**While at MIT, have you had one or more FORMAL mentors through programs administered by the Institute or Lincoln Laboratory, whether or not the programs are mandatory?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
While at MIT, have you had one or more FORMAL mentors through programs administered by the Institute or Lincoln Laboratory, whether or not the programs are mandatory?	Yes, by assignment	2%	0%	2%	6%	4%
	Yes, by my choice	3%	2%	1%	7%	5%
	Yes, both by assignment and my choice	2%	2%	2%	2%	2%
	No	93%	96%	96%	85%	88%
	N	228	201	172	1178	1779

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

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
How helpful have you found this FORMAL mentoring?	Very unhelpful	7%	0%	0%	2%	2%
	Somewhat unhelpful	0%	0%	0%	8%	7%
	Neither helpful nor unhelpful	13%	0%	0%	10%	9%
	Somewhat helpful	33%	33%	43%	46%	45%
	Very helpful	47%	67%	57%	34%	37%
	N	15	9	7	171	202

*'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 or area; this could include someone within or outside MIT)?**

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
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 or area; this could include someone within or outside MIT)?	Yes, from within MIT only	18%	13%	11%	42%	33%	
	Yes, from outside MIT only	1%	1%	2%	2%	1%	
	Yes, from both within and outside MIT	15%	7%	4%	12%	11%	
	No	66%	79%	84%	45%	55%	
	N	227	201	171	1185	1784	

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

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
How helpful have you found this INFORMAL mentoring?	Very unhelpful	0%	2%	0%	0%	0%	
	Somewhat unhelpful	0%	0%	0%	0%	0%	
	Neither helpful nor unhelpful	1%	2%	11%	2%	2%	
	Somewhat helpful	37%	33%	36%	35%	35%	
	Very helpful	62%	62%	54%	62%	62%	
	N	76	42	28	645	791	

*'Not applicable' counted as missing.*

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

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
While at MIT, do you feel as though you have received adequate mentoring?	Yes	31%	18%	24%	45%	38%	
	No	28%	17%	11%	33%	29%	
	Not applicable	42%	65%	65%	22%	33%	
	N	229	201	167	1180	1777	

In the last five years, while at MIT, have you received formal or informal outside job offer(s)? Mark all that apply.

	Employee Type									
	Admin Staff		Support Staff		Service Staff		Research Staff		Overall	
	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents
Yes, and I took the offer (s) to my supervisor/department head/dean	6	2.7%	6	3.0%	6	3.5%	31	2.6%	49	2.8%
Yes, and I did not take the offer(s) to my supervisor/department head/dean	60	26.8%	36	18.1%	46	27.1%	397	33.9%	539	30.5%
No	159	71.0%	159	79.9%	119	70.0%	749	63.9%	1186	67.2%
Total	225	100.4%	201	101.0%	171	100.6%	1177	100.4%	1774	100.5%

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

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

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
In the next three years, how likely are you to leave MIT, including retirement?	Very likely	6%	5%	10%	8%	8%
	Somewhat likely	14%	15%	11%	14%	14%
	Neither likely nor unlikely	17%	19%	13%	17%	17%
	Somewhat unlikely	22%	18%	12%	24%	22%
	Very unlikely	42%	43%	54%	38%	40%
	N		228	202	172	1190

**To what extent, if at all, have you considered the following as reasons to leave in the next three years?**

		Employee Type					Overall
		Admin Staff	Support Staff	Service Staff	Research Staff		
To increase your salary	Not at all	33%	29%	53%	39%	38%	
	To some extent	33%	29%	23%	39%	36%	
	To a great extent	23%	29%	10%	16%	18%	
	Not applicable	11%	13%	14%	6%	8%	
	N	223	197	168	1161	1749	
To improve your prospects for tenure	Not at all	0%	0%	0%	39%	39%	
	To some extent	0%	0%	0%	3%	3%	
	To a great extent	0%	0%	0%	1%	1%	
	Not applicable	0%	0%	0%	57%	57%	
	N	0	0	0	1146	1146	
To enhance your career in other ways	Not at all	0%	0%	0%	34%	34%	
	To some extent	0%	0%	0%	40%	40%	
	To a great extent	0%	0%	0%	19%	19%	
	Not applicable	0%	0%	0%	7%	7%	
	N	0	0	0	1155	1155	
To enhance your career	Not at all	33%	30%	60%	0%	40%	
	To some extent	40%	36%	15%	0%	31%	
	To a great extent	13%	21%	9%	0%	14%	
	Not applicable	15%	13%	16%	0%	15%	
	N	221	194	169	0	584	
To find a more supportive work environment	Not at all	58%	55%	70%	66%	64%	
	To some extent	19%	20%	12%	18%	18%	
	To a great extent	8%	10%	5%	8%	8%	
	Not applicable	15%	15%	13%	8%	10%	
	N	220	196	168	1145	1729	
To increase your time to do research	Not at all	0%	0%	0%	61%	61%	
	To some extent	0%	0%	0%	13%	13%	

**To what extent, if at all, have you considered the following as reasons to leave in the next three years?**

*(cont.)*

		Employee Type					
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall	
	To a great extent	0%	0%	0%	5%	5%	
	Not applicable	0%	0%	0%	21%	21%	
	N	0	0	0	1150	1150	
To pursue a nonacademic job	Not at all	0%	0%	0%	52%	52%	
	To some extent	0%	0%	0%	15%	15%	
	To a great extent	0%	0%	0%	4%	4%	
	Not applicable	0%	0%	0%	29%	29%	
	N	0	0	0	1148	1148	
To pursue a different career	Not at all	0%	49%	69%	0%	58%	
	To some extent	0%	33%	15%	0%	25%	
	To a great extent	0%	7%	1%	0%	4%	
	Not applicable	0%	12%	15%	0%	13%	
	N	0	198	169	0	367	
To reduce stress	Not at all	48%	52%	65%	54%	54%	
	To some extent	28%	24%	16%	28%	26%	
	To a great extent	9%	10%	7%	10%	10%	
	Not applicable	15%	14%	12%	8%	10%	
	N	216	195	168	1152	1731	
To address child-related issues	Not at all	44%	46%	63%	58%	55%	
	To some extent	6%	9%	4%	10%	9%	
	To a great extent	2%	3%	2%	2%	2%	
	Not applicable	47%	42%	30%	30%	33%	
	N	219	196	168	1143	1726	
To address other family-related issues	Not at all	52%	50%	63%	58%	57%	
	To some extent	15%	17%	14%	21%	19%	
	To a great extent	2%	4%	3%	5%	4%	
	Not applicable	31%	29%	20%	16%	20%	
	N	219	197	168	1149	1733	

**To what extent, if at all, have you considered the following as reasons to leave in the next three years?**

*(cont.)*

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
To improve the employment situation of your spouse or partner	Not at all	53%	58%	69%	67%	64%
	To some extent	10%	8%	8%	12%	11%
	To a great extent	3%	2%	0%	3%	3%
	Not applicable	35%	33%	23%	18%	23%
	N	220	198	167	1145	1730
To lower your cost of living	Not at all	49%	47%	60%	57%	55%
	To some extent	31%	22%	19%	26%	25%
	To a great extent	5%	12%	7%	9%	8%
	Not applicable	16%	19%	14%	8%	11%
	N	219	197	167	1149	1732
For health reasons	Not at all	67%	63%	68%	77%	73%
	To some extent	11%	10%	13%	10%	11%
	To a great extent	0%	4%	5%	2%	2%
	Not applicable	22%	23%	14%	11%	14%
	N	219	196	168	1142	1725
Current appointment ending	Not at all	41%	55%	60%	55%	53%
	To some extent	1%	3%	4%	1%	2%
	To a great extent	0%	1%	1%	1%	1%
	Not applicable	58%	41%	36%	43%	44%
	N	219	196	167	1142	1724
Retirement	Not at all	37%	48%	52%	52%	50%
	To some extent	12%	10%	11%	8%	9%
	To a great extent	7%	6%	12%	7%	7%
	Not applicable	44%	37%	25%	33%	34%
	N	222	193	169	1149	1733
Other	Not at all	22%	22%	29%	22%	23%
	To some extent	3%	4%	2%	5%	4%



**To what extent, if at all, have you considered the following as reasons to leave in the next three years?**

*(cont.)*

	Employee Type					Overall
	Admin Staff	Support Staff	Service Staff	Research Staff		
To a great extent	7%	8%	3%	14%	11%	
Not applicable	68%	66%	66%	59%	62%	
N	90	76	59	360	585	

**Do you have a spouse or partner?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Do you have a spouse or partner?	Yes	81%	75%	83%	82%	81%
	No	19%	25%	17%	18%	19%
	N	228	202	172	1198	1800

**What is your spouse or partner's principal activity?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
What is your spouse or partner's principal activity?	Employed at MIT	9%	16%	7%	9%	9%
	Employed elsewhere or self-employed	71%	65%	59%	61%	63%
	Employed and actively seeking additional employment	3%	3%	5%	3%	3%
	Not employed and actively seeking employment	3%	4%	5%	3%	4%
	Not employed and not seeking employment	5%	3%	4%	15%	11%
	Retired	5%	7%	11%	4%	5%
	Student	2%	1%	2%	3%	2%
	Other	2%	2%	7%	2%	3%
	N	184	150	142	962	1438

*'Not applicable' counted as missing.*

**How many children do you have in total? Please include both children living with you and not living with you for whom you have parental responsibilities.**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
How many children do you have in total? Please include both children living with you and not living with you for whom you have parental responsibilities.	0	34%	48%	28%	39%	38%
	1	14%	12%	19%	15%	15%
	2	34%	27%	29%	29%	30%
	3	11%	10%	16%	12%	12%
	4	4%	2%	3%	3%	3%
	5	1%	1%	2%	1%	1%
	more than 5	1%	0%	2%	1%	1%
	N	227	200	173	1192	1792

**Do you have any children in the following age ranges? Mark all that apply.**

		Employee Type									
		Admin Staff		Support Staff		Service Staff		Research Staff		Overall	
		Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents
0-2 years		18	12.1%	9	8.6%	10	8.2%	134	18.7%	171	15.6%
3-4 years		9	6.0%	6	5.7%	8	6.6%	111	15.5%	134	12.2%
5-12 years		42	28.2%	20	19.0%	19	15.6%	260	36.2%	341	31.2%
13-17 years		43	28.9%	25	23.8%	27	22.1%	169	23.5%	264	24.1%
18-23 years		49	32.9%	37	35.2%	50	41.0%	188	26.2%	324	29.6%
24 or older		57	38.3%	51	48.6%	59	48.4%	200	27.9%	367	33.5%
Total		218	146.3%	148	141.0%	173	141.8%	1062	147.9%	1601	146.3%

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

**If applicable, which description best describes your childcare arrangements?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
If applicable, which description best describes your childcare arrangements?	Spouse/relative	25%	10%	27%	31%	28%
	Paid nanny/babysitter	4%	6%	2%	7%	6%
	Child care center	16%	10%	6%	20%	17%
	Licensed family child care home	3%	10%	5%	3%	4%
	I do not use childcare resources	50%	57%	53%	35%	40%
	Other	2%	8%	8%	5%	5%
N		106	63	64	576	809

*'Not applicable' counted as missing.*

**Are you currently caring for or managing care for someone who is ill, disabled, aging and/or in need of special services?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Are you currently caring for or managing care for someone who is ill, disabled, aging and/or in need of special services?	Yes	26%	16%	18%	14%	16%
	No	74%	84%	82%	86%	84%
	N	225	200	169	1170	1764

**On how many of the past 7 days did you get enough sleep so that you felt rested when you woke up in the morning?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
On how many of the past 7 days did you get enough sleep so that you felt rested when you woke up in the morning?	0	11%	10%	8%	9%	10%
	1	7%	6%	6%	8%	7%
	2	13%	13%	11%	16%	15%
	3	18%	14%	9%	15%	14%
	4	13%	17%	15%	14%	14%
	5	18%	20%	20%	17%	18%
	6	7%	7%	8%	10%	9%
	7	13%	12%	22%	12%	13%
	N	226	200	171	1179	1776

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

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
Considering your age, how would you describe your overall physical health?	Poor	0%	3%	1%	2%	2%
	Fair	12%	10%	17%	13%	13%
	Good	54%	63%	58%	52%	54%
	Excellent	33%	24%	24%	34%	32%
		N	228	199	173	1189

DEMOGRAPHICS

**How many years have you worked at MIT?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
How many years have you worked at MIT?	Less than a year	4%	12%	3%	8%	8%
	1 to 2 years	8%	12%	12%	12%	12%
	3 to 5 years	25%	17%	13%	14%	16%
	6 to 10 years	16%	15%	23%	19%	19%
	11 to 20 years	14%	17%	15%	17%	17%
	21 years or more	32%	27%	34%	28%	29%
	N	229	202	172	1196	1799

**How long have you been in your current position or rank at MIT?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
How long have you been in your current position or rank at MIT?	Less than a year	13%	19%	6%	14%	14%
	1 to 2 years	17%	17%	19%	20%	19%
	3 to 5 years	33%	20%	20%	24%	24%
	6 to 10 years	18%	16%	22%	20%	19%
	11 to 20 years	12%	19%	16%	14%	14%
	21 years or more	8%	8%	17%	9%	9%
	N	228	202	172	1195	1797

### What is the highest level of education you have completed?

	Employee Type									
	Admin Staff		Support Staff		Service Staff		Research Staff		Overall	
	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents
No high school diploma	1	0.4%	1	0.5%	3	1.7%	2	0.2%	7	0.4%
High school diploma or equivalent	27	11.8%	81	40.3%	79	45.9%	37	3.1%	224	12.5%
Post-secondary school other than college	9	3.9%	21	10.4%	35	20.3%	28	2.3%	93	5.2%
Associate's degree	29	12.7%	44	21.9%	33	19.2%	59	4.9%	165	9.2%
Bachelor's degree	88	38.6%	51	25.4%	11	6.4%	293	24.5%	443	24.7%
Master's degree in the Arts and Sciences (MA, MS)	32	14.0%	7	3.5%	6	3.5%	343	28.7%	388	21.6%
MBA	34	14.9%	1	0.5%	0	0.0%	23	1.9%	58	3.2%
Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)	6	2.6%	1	0.5%	0	0.0%	27	2.3%	34	1.9%
PhD	3	1.3%	0	0.0%	7	4.1%	401	33.6%	411	22.9%
Medical degree (MD, DO, DDS, DVM)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Law degree (JD, LLB)	5	2.2%	0	0.0%	0	0.0%	2	0.2%	7	0.4%
Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	1	0.4%	0	0.0%	0	0.0%	5	0.4%	6	0.3%
Joint degree (e.g., MD/PhD, MBA/JD)	1	0.4%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Other degree or certificate	20	8.8%	10	5.0%	28	16.3%	34	2.8%	92	5.1%
Total	256	112.3%	217	108.0%	202	117.4%	1254	104.9%	1929	107.4%

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

### What is your gender?

		Employee Type				Overall
		Admin Staff	Support Staff	Service Staff	Research Staff	
What is your gender?	Male	52%	22%	80%	81%	71%
	Female	47%	75%	19%	18%	28%
	Other	1%	3%	1%	0%	1%
	N	228	202	170	1188	1788

**What is your sexual orientation?**

		Employee Type				
		Admin Staff	Support Staff	Service Staff	Research Staff	Overall
What is your sexual orientation?	Heterosexual	96%	97%	96%	97%	97%
	Gay or Lesbian	3%	1%	2%	1%	1%
	Bisexual	0%	1%	2%	1%	1%
	Unsure	1%	1%	0%	0%	0%
	Other	0%	2%	1%	1%	1%
	N	223	194	162	1150	1729

**What is your race/ethnicity? Mark all that apply.**

	Employee Type									
	Admin Staff		Support Staff		Service Staff		Research Staff		Overall	
	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents	Responses	Percent of Respondents
American Indian or Alaska Native	1	0.4%	1	0.5%	6	3.6%	15	1.3%	23	1.3%
Asian	1	0.4%	3	1.5%	8	4.8%	89	7.8%	101	5.8%
Black or African American	11	4.9%	4	2.0%	5	3.0%	21	1.8%	41	2.4%
Hispanic or Latino	2	0.9%	5	2.5%	5	3.0%	27	2.4%	39	2.3%
Native Hawaiian or Other Pacific Islander	1	0.4%	0	0.0%	2	1.2%	6	0.5%	9	0.5%
White	216	96.4%	191	96.0%	147	88.6%	1031	90.6%	1585	91.8%
Total	232	103.6%	204	102.5%	173	104.2%	1189	104.5%	1798	104.1%

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