



2012 MIT Staff Survey

Thank you for taking part in this survey to examine the quality of the work-life environment for faculty, instructors, researchers, postdoctoral scholars, administrative staff, support staff and service staff at MIT. We would like your candid opinions about the work environment at MIT and factors that affect your ability to have a fulfilling and productive work and personal life. The survey is voluntary, and you may answer as few or as many questions as you wish. Your survey responses will be treated as strictly confidential. Individual identifiers (MIT ID, name, email) will be removed from the data file prior to analysis. Results of the survey will be shared in summary form only. The survey should take 15-20 minutes to complete. Thank you, in advance, for your willingness to participate in this assessment.

Satisfaction

Overall, how satisfied are you being {a faculty member at MIT} {an employee of MIT Lincoln Laboratory} {an employee of MIT}?

- Very satisfied
- Somewhat satisfied
- Neither dissatisfied nor satisfied
- Somewhat dissatisfied
- Very dissatisfied

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

- Very satisfied
- Somewhat satisfied
- Neither dissatisfied nor satisfied
- Somewhat dissatisfied
- Very dissatisfied

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 satisfied
- Somewhat satisfied
- Neither dissatisfied nor satisfied
- Somewhat dissatisfied
- Very dissatisfied

How satisfied are you with the resources MIT provides to support your research and scholarship? [Asked of F/I/R only]

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

How satisfied are you with the resources MIT provides to support your teaching? [Asked of F/I/R only]

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

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

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied	Not applicable
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Start-up funds [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for securing grants [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to teaching assistants [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of graduate/professional students [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of undergraduate students [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time available for scholarly work [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee and administrative responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee responsibilities [Asked of Admin/Supp/Svc]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of nearby parking [Asked of Faculty]	<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 [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom space [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical campus environment (e.g., buildings, landscape, walkways)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space for meetings, conferences, and other collaborative activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library resources [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you could decide all over again whether to be {a faculty member} {an employee} at MIT, what would you decide?

- I would choose to come to MIT.
- I would have second thoughts.
- I would choose not to come to MIT.

Workload

Overall, how would you rate your workload?

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

How do you think your workload compares to that of similarly situated {faculty} {instructors} (same rank and field) at comparable universities? My workload is... [Asked of Faculty &Instructors]

- Much lighter
- Somewhat lighter
- Comparable to that of similarly situated colleagues
- Somewhat heavier
- Much heavier
- Not sure

How many hours is your typical work week?

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

	Yes	No
I work from home	<input type="radio"/>	<input type="radio"/>
I work on my commute	<input type="radio"/>	<input type="radio"/>
I set my own hours	<input type="radio"/>	<input type="radio"/>

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? (The sum of these responses should be 100%.) [Asked of F/I/R only]

_____ Teaching (including preparing materials for class, lecturing, etc.)

_____ Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)

_____ Scholarship, conducting research, creating or performing artistic work (including writing, attending professional meetings, writing and administering grants, etc.)

_____ Administrative responsibilities and university service (committee work, mentoring, etc.)

_____ Service external to the university (to one's discipline, outreach or extension activities, etc.)

_____ Other work-related activities, including paid consulting

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
My primary department/unit is a good fit for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work I have the opportunity to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My associates or fellow employees are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel recognized for my contribution to MIT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues value my research/scholarship. [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues value my teaching. [Asked of F/I]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT values my teaching. [Asked of F/I]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the resources (equipment, training, budget, etc.) I need to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident in my ability to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important to my department that I am physically in my office or lab.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My {supervisor} {department chair or dean} is open to flexible work arrangements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My {supervisor} {department chair or dean} seems to care about me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what is expected of me in my position. [Asked of A/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you directly supervise others, including students and staff?

- I do not supervise others.
- I directly supervise 5 or fewer people.
- I directly supervise between 6 and 10 people.
- I directly supervise more than 10 people.

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

	0	1	2	3	4	5	6	7	8	more than 8
Department/Division committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institute or School committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
External committees or boards related to your discipline (e.g., accreditation, editor of a journal, officer of a professional association) [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TEACHING Please tell us about the classes you taught during the 2011 calendar year, including IAP 2011, Spring 2011 and Fall 2011. [Asked of F/I/R]

	How many classes (excluding independent studies) did you teach during the 2011 calendar year, including IAP 2011, Spring 2011 and Fall 2011?										Approximately how many students, combined, did you teach in these classes?
	0	1	2	3	4	5	6	7	8+	N/A	# of students
Classes primarily for MIT undergraduates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Classes primarily for MIT graduate/professional students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

ADVISING How many of each of the following types of advisees do you have? [Asked of F/I/R]

Undergraduate students	—
Graduate/professional students	—
Postdoctoral associates or fellows	—
Informal student advisees	—

PUBLICATIONS In the past 12 months, how many of each of the following did you submit? [Asked of F/I/R]

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

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
I am satisfied with opportunities to collaborate with colleagues in my department/lab/center.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with opportunities to collaborate with colleagues in other departments/labs/centers at MIT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interdisciplinary research is recognized and rewarded by my department/lab/center. [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Potential Sources of Stress

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

- Never
- Occasionally
- Often
- Very Often

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
Managing a research group or grant (e.g., finances, personnel) [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing a group or major project (e.g., finances, personnel) [Asked of Admin/Supp/Svc]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing funding for research [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarly productivity [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advising responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee and/or administrative responsibilities [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timing of departmental meetings and functions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review/promotion process [Asked of F/I/R]	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uncertain or undefined job expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of community at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time for friends and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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"/>
Finding suitable childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time to spend with children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with spouse or partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing or providing care for 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"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
I can navigate the unwritten rules concerning how I should conduct myself in my position at MIT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel excluded from an informal network in my department/lab/center.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than some of my colleagues to be taken seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Atmosphere of Department/Lab/Center {Atmosphere of Division/Lab/Center} (DLC)

What is your primary DLC? If you have an appointment in more than one DLC, please indicate where your PRIMARY appointment is held, and keep that DLC in mind when answering the next questions.

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
The mission or purpose of my DLC makes me feel my job is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My DLC'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 DLC'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"/>
I have colleagues in my DLC 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 outside my DLC who are my personal friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My DLC is a place where individuals may comfortably raise personal and/or family responsibilities when scheduling DLC obligations.	<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 {staff} in my DLC are at least as good as those for male faculty {staff}.	<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 minority faculty {staff} in my DLC are at least as good as those for non-minority faculty {staff}.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My chair/director/dean {supervisor} creates a collegial and supportive environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My chair/director/dean {supervisor} helps me obtain the resources I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work environment is generally free from distractions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a voice in the decision-making that affects the direction of my DLC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My DLC does a good job of keeping employees informed about matters affecting us.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT does a good job of keeping employees informed about matters affecting us.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Personal and Development Resources

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

	Aware of resource, USED IT	Aware of resource, HAVE NOT USED it	Not aware of resource
MIT Work-Life Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT Ombuds Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT Medical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
getfit@mit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT Tuition Assistance Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT Benefits Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal Assistance Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MIT Central HR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Not at all aware
- Somewhat aware
- Very aware

Please indicate your level of agreement or disagreement with the following statements: [Not shown to faculty]

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N/A
I have been given growth and learning opportunities during the last year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports me in pursuing learning and professional development opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance reviews are conducted on a regular basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given the opportunity to serve on important committees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are there particular professional development activities you're interested in? If so, please specify. [Not shown to faculty]

Tenure [Shown only to Faculty]

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

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

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"/>
Service (e.g., committee work)	<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"/>
Advising and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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"/>
Service (e.g., committee work)	<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"/>
Advising and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any observations to share about MIT's tenure process?

Mentoring

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

- Yes, through a formal program only
- Yes, informally only
- Yes, both through a formal program and informally
- No

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

- Yes, to both undergraduate and graduate students
- Yes, to undergraduate students only
- Yes, to graduate students only
- No

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
- Yes, by my choice
- Yes, both by assignment and my choice
- No

How helpful have you found this FORMAL mentoring?

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

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
- Yes, from outside MIT only
- Yes, from both within and outside MIT
- No

How helpful have you found this INFORMAL mentoring?

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

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

- Yes
- No
- Not applicable

Staying at MIT

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

- Yes, and I took the offer(s) to my department head or dean {supervisor}
- Yes, and I did not take the offer(s) to my department head or dean {supervisor}
- No

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

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

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

	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 [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To enhance your career in other ways [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To enhance your career [Asked of Admin/Supp/Svc]	<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 [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a nonacademic job [Asked of F/I/R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To pursue a different career [Asked of Admin/Supp/Svc]	<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 other family-related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve the employment situation of your spouse or 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"/>
For health reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current appointment ending	<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"/>

Life Outside MIT

Do you have a spouse or partner?

- Yes
- No

What is your spouse or partner's principal activity?

- Employed at MIT
- Employed elsewhere or self-employed
- Employed and actively seeking additional employment
- Not employed and actively seeking employment
- Not employed and not seeking employment
- Retired
- Student
- Other _____
- Not applicable

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
- 1
- 2
- 3
- 4
- 5
- more than 5

Do you have any children in the following age ranges? (Check all that apply.)

- 0-2 years
- 3-4 years
- 5-12 years
- 13-17 years
- 18-23 years
- 24 or older

If applicable, which description best describes your childcare arrangements?

- Spouse/relative
- Paid nanny/babysitter
- Child care center
- Licensed family child care home
- I do not use childcare resources
- Other (please specify) _____
- Not applicable

Is there anything MIT could reasonably do to help parents with the care of young children?

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

- Yes
- No

Is there anything MIT could reasonably do to help staff with managing care for someone who is ill, disabled, aging and/or in need of special services?

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
- 1
- 2
- 3
- 4
- 5
- 6
- 7

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

- Excellent
- Good
- Fair
- Poor

What one thing could MIT do to better support your health and wellness?

Demographics

How many years have you worked at MIT?

- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more

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

- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more

What is the highest level of education you have completed?

- No high school diploma
- High school diploma or equivalent
- Post-secondary school other than college
- Associate's degree
- Bachelor's degree
- Master's degree in the Arts and Sciences (MA, MS)
- MBA
- Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)
- PhD
- Medical degree (MD, DO, DDS, DVM)
- Law degree (JD, LLB)
- Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- Joint degree (e.g., MD/PhD, MBA/JD)
- Other degree or certificate

What is your gender?

Male Female _____

What is your sexual orientation?

- Heterosexual
- Gay or Lesbian
- Bisexual
- Unsure
- Other _____

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

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

Summing Up

Please use a few words to describe the one or two most positive aspects of the current MIT environment for you.

Please use a few words to describe the one or two most negative aspects of the current MIT environment for you.

If you would like to see improvement in the atmosphere/climate of your department/division/lab/center, or in general at MIT, what remedies or strategies would you suggest?

Do you have other comments you'd like to share about your experience at MIT?

Would you be willing to take part in future focus groups that might be set up on any of the following topics? Please indicate your interest by checking the topics below and entering an email address where you are best reached. Your focus group interests and contact email will be disconnected from your survey responses.

- Childcare
- Mentoring
- Benefits
- Other staff quality of life topics

Email for focus group invitations:

If you wish to review your responses, please use the navigation buttons below to go back, or select Next to save your survey.

Executive Vice President (EVP) Engagement Questions

This section of the survey is specifically for staff who work in a department in the EVP area. As we pursue administrative excellence together, the survey will help us identify our strengths along with our areas for improvement. It will also help us map out our short and long-term goals for building a culture of development at the Institute. Responses to this section will be reported for EVP as a whole, for individual departments, and for groups within departments. To ensure confidentiality, results will be reported in aggregate only, and even then, only if at least 6 employees respond in a group of 10 or more people. The results will be communicated to you in early Spring 2012. Thank you for taking the time to complete this survey.

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

Scale: Strongly Disagree 1; Disagree 2; Disagree Slightly 3; Agree Slightly 4; Agree 5; Strongly Agree 6; N/A or Don't Know

- My supervisor acts consistently.
- My supervisor treats me fairly.
- My supervisor accommodates my needs.
- My supervisor solicits input from his/her direct reports when making decisions they have a stake in.
- My supervisor recognizes the accomplishments of his/her staff.
- My supervisor regularly gives me constructive feedback on my performance.
- My department's leadership has communicated a clear direction.
- There is a strong sense of teamwork in my department.
- I am proud to say I work at MIT.
- This organization is committed to excellence.
- Our facilities contribute to good working conditions.
- My supervisor is knowledgeable about my work.
- My supervisor treats me with respect.
- I have the appropriate amount of autonomy to do my work.
- My job provides me with challenging opportunities.
- I receive recognition for what I do.
- There is opportunity for advancement at the Institute.
- My department's leadership keeps employees informed about matters affecting us.
- I'm inspired by MIT's mission.
- I go beyond the requirements of my job.
- My group strives to achieve higher levels of performance.
- Our work processes are not a constraint to getting the job done.
- My supervisor cares about me as a person.
- Ideas on work process improvements are welcome in my unit.
- My work allows me to use my capabilities.
- My supervisor appreciates my efforts.
- My job provides me ongoing opportunities to learn and grow.
- I feel part of an effective team.
- My job is important to the success of my department.
- I give my best effort.
- I have the tools and resources I need to do my job well.
- There are clearly defined outcomes our department is working to accomplish.
- It's easy to collaborate across departments.
- My supervisor sets a good example.
- My supervisor supports my development.
- My opinions are valued by my supervisor.
- I am confident in my ability to do my job well.
- My coworkers appreciate my efforts.
- I understand how my contribution helps to meet my department's goals.
- I enjoy working with my coworkers.
- My job is important to the success of MIT.
- My department sets high standards for performance.
- I have enough time to do my job well.
- There are performance measures for tracking how our unit is doing against the outcomes.
- I welcome collaborating with others.
- I have confidence in my supervisor.
- I know how my performance is measured.

Is there anything related to this section of the survey you would like to comment on? To ensure confidentiality, responses to this question will be reported only if at least 6 employees respond in a group of 10 or more people. Additionally, we are providing respondents the option of having their comments paraphrased prior to reporting. Please check the box below if you would like your comments to be paraphrased.

Yes, please paraphrase my comments.