2004 Faculty Survey

Overall Frequencies and Charts

2004 Faculty Survey

Introduction

In April 2004, the MIT Faculty Survey was administered to all tenured and tenure-track faculty at MIT. This on-line survey covered many issues of concern to faculty, including levels of stress, workload and its relationship to faculty quality of life, effects of the tenure and promotion process on junior faculty, and the impact of resources for teaching and research.

Of the 966 faculty invited to take the survey, 704 responded, for a 73% response rate.

This report presents unweighted frequencies for each question on the survey, including summary charts.

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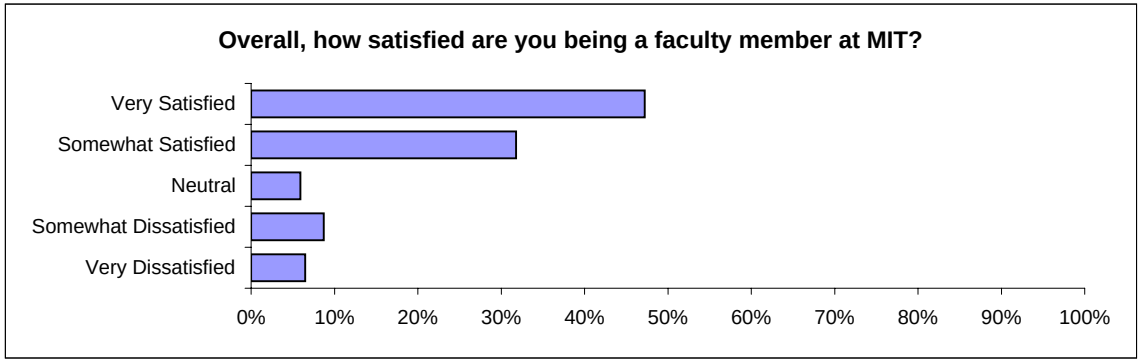
A. Satisfaction with MIT and Your Career

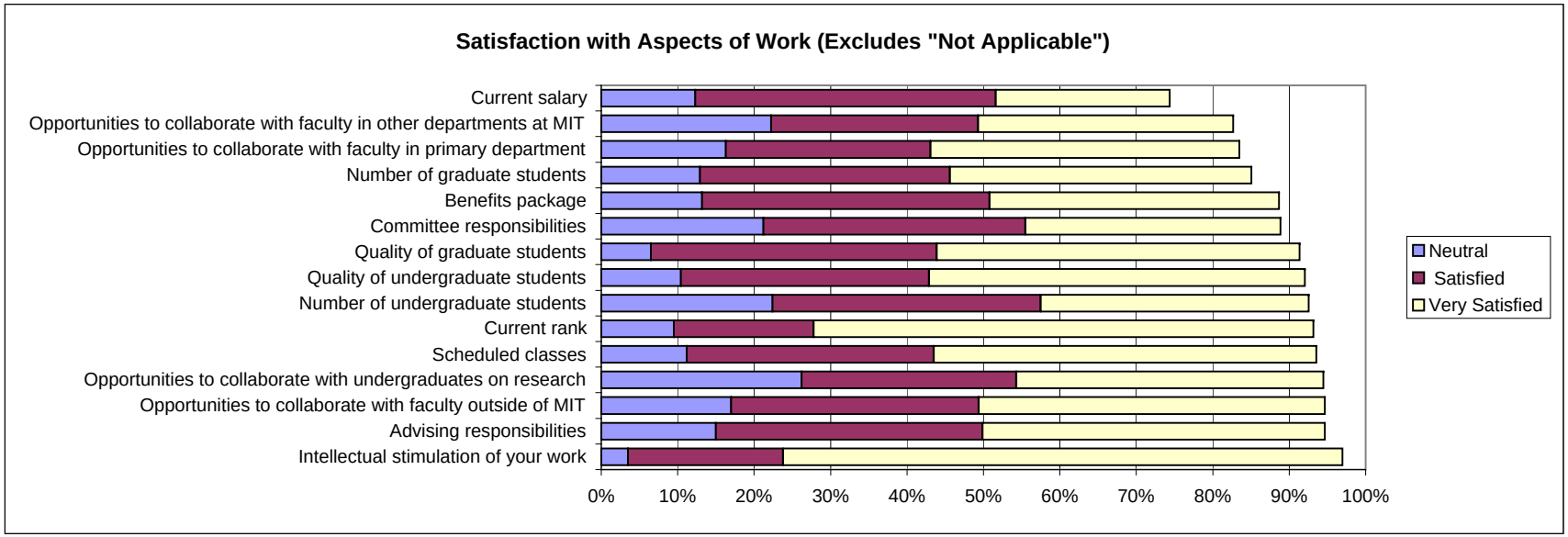
1. Overall, how satisfied are you being a faculty member at MIT?

	Percent	Frequency
Very Dissatisfied	6.5%	39
Somewhat Dissatisfied	8.7%	52
Neither Dissatisfied nor Satisfied	5.9%	35
Somewhat Satisfied	31.8%	190
Very Satisfied	47.2%	282



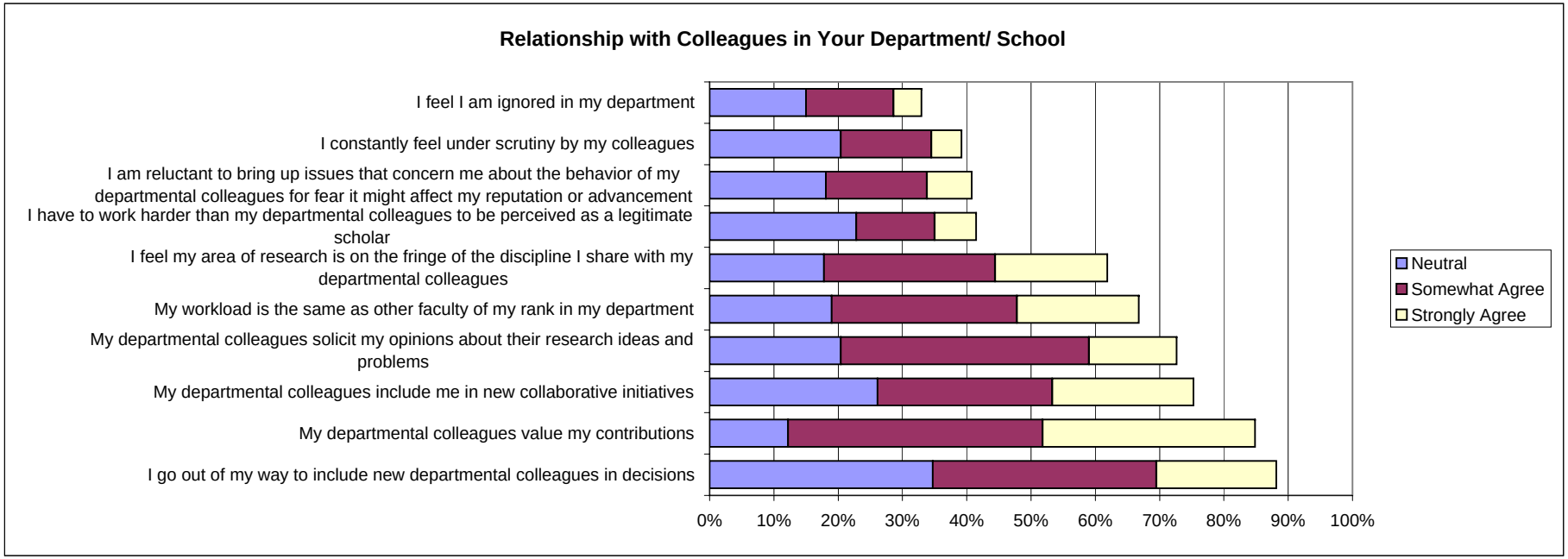
2. All things considered about your current position at MIT, rate your satisfaction with the following aspects of your work.

Aspect of Work	Very Dissatisfied	Somewhat Dissatisfied	Neither Dissatisfied nor Satisfied	Somewhat Satisfied	Very Satisfied	Not Applicable	Count
Your current rank	1.6%	4.9%	9.3%	18.0%	64.1%	2.1%	668
Your current salary	7.0%	18.4%	12.3%	39.2%	22.7%	0.4%	669
Benefits package	1.7%	9.6%	13.1%	37.2%	37.5%	0.9%	666
Scheduled classes	1.0%	5.2%	10.9%	31.4%	48.8%	2.5%	668
Advising responsibilities	1.5%	3.6%	14.4%	33.5%	42.9%	4.1%	666
Committee responsibilities	2.4%	8.3%	20.5%	33.1%	32.2%	3.5%	664
Number of undergraduate students	1.5%	4.8%	19.3%	30.3%	30.3%	13.9%	664
Quality of undergraduate students	1.1%	5.9%	9.2%	28.6%	43.3%	12.0%	665
Number of graduate students	2.6%	11.5%	12.1%	30.6%	37.0%	6.3%	663
Quality of graduate students	0.8%	7.2%	6.0%	34.8%	44.1%	7.1%	664
Opportunities to collaborate with undergraduates on research	0.8%	3.9%	22.5%	24.2%	34.6%	13.9%	661
Opportunities to collaborate with faculty in primary department	3.6%	12.5%	15.8%	26.1%	39.3%	2.7%	664
Opportunities to collaborate with faculty in other departments at MIT	2.7%	13.4%	20.7%	25.2%	31.1%	6.9%	663
Opportunities to collaborate with faculty outside of MIT	0.6%	4.5%	16.2%	31.0%	43.3%	4.4%	665
Intellectual stimulation of your work	1.1%	2.0%	3.5%	20.2%	72.8%	0.6%	665



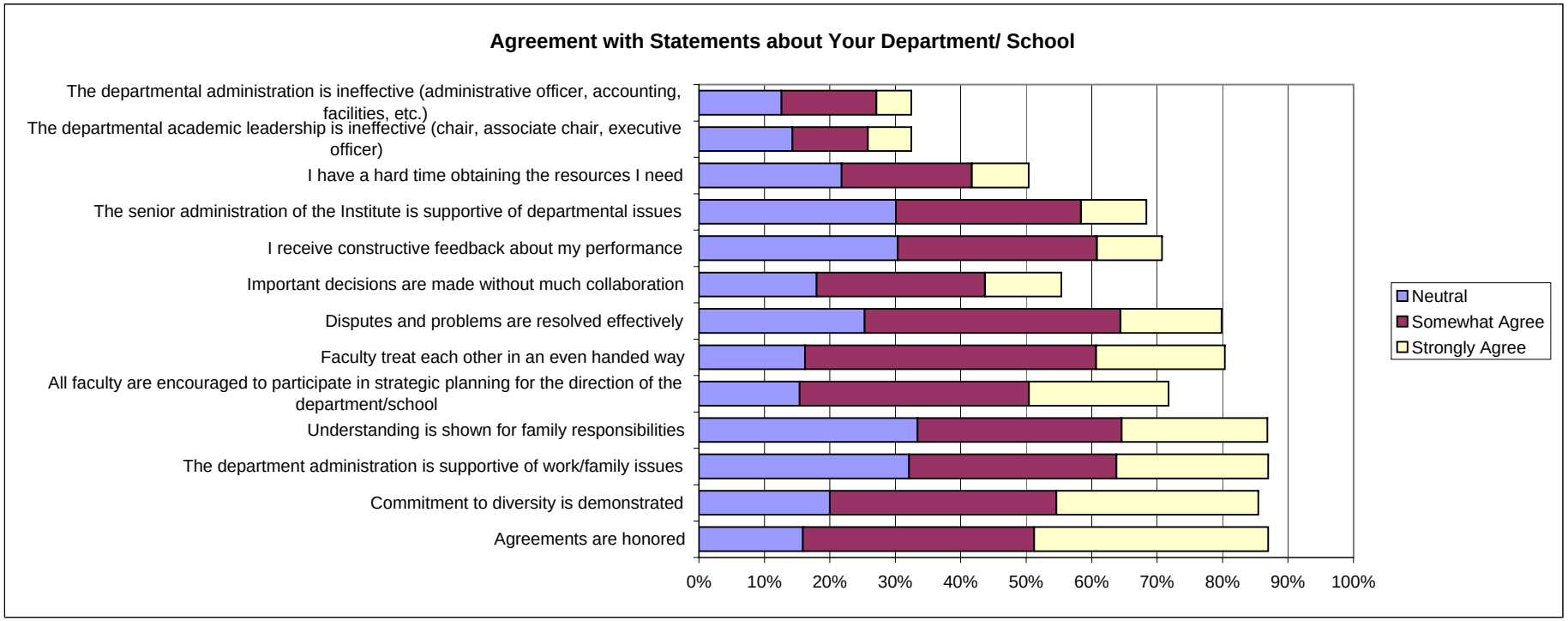
3. Indicate your agreement or disagreement with the following statements concerning relationships with your colleagues in your department or, in the case of Sloan, school.

The following statements concern relationships in your academic department, or in the case of Sloan, your school.	Strongly Disagree	Somewhat Disagree	Neither Disagree nor Agree	Somewhat Agree	Strongly Agree	Count
My departmental colleagues value my contributions	3.6%	11.4%	12.2%	39.6%	33.1%	664
I feel my area of research is on the fringe of the discipline I share with my departmental colleagues	20.8%	17.3%	17.8%	26.6%	17.5%	658
My departmental colleagues solicit my opinions about their research ideas and problems	9.7%	17.6%	20.4%	38.6%	13.7%	658
I constantly feel under scrutiny by my colleagues	36.6%	24.2%	20.4%	14.1%	4.7%	661
My workload is the same as other faculty of my rank in my department	12.3%	20.9%	19.0%	28.8%	19.0%	659
I go out of my way to include new departmental colleagues in decisions	3.2%	8.7%	34.7%	34.8%	18.7%	658
I feel I am ignored in my department	45.8%	21.2%	15.0%	13.6%	4.4%	661
I have to work harder than my departmental colleagues to be perceived as a legitimate scholar	39.4%	19.0%	22.8%	12.2%	6.5%	657
My departmental colleagues include me in new collaborative initiatives	8.6%	16.1%	26.1%	27.2%	22.0%	659
I am reluctant to bring up issues that concern me about the behavior of my departmental colleagues for fear it might affect my reputation or advancement	39.9%	19.3%	18.1%	15.7%	7.0%	657



4. Indicate your level of agreement or disagreement with each of the following statements about your department or, in the case of Sloan, school.

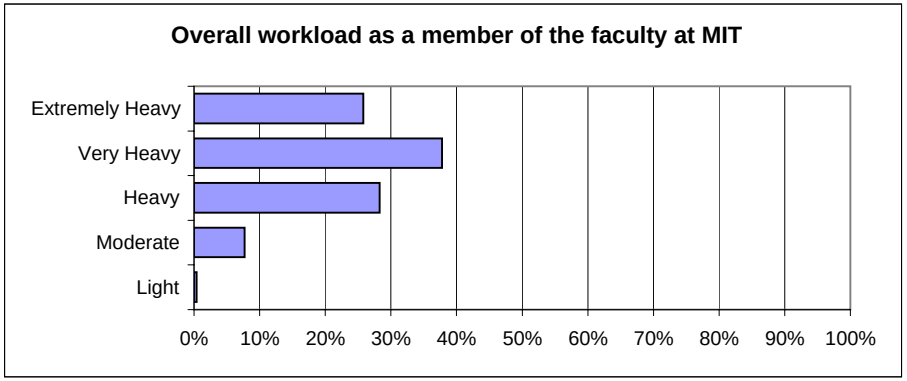
The following statements refer to your academic department, or in the case of Sloan, your school.	Strongly Disagree	Somewhat Disagree	Neither Disagree nor Agree	Somewhat Agree	Strongly Agree	Count
Important decisions are made without much collaboration	20.5%	24.0%	18.0%	25.7%	11.7%	649
Faculty treat each other in an even handed way	5.2%	14.5%	16.2%	44.5%	19.7%	650
I receive constructive feedback about my performance	10.8%	18.4%	30.4%	30.4%	10.0%	651
I have a hard time obtaining the resources I need	22.4%	27.1%	21.8%	19.9%	8.7%	652
Agreements are honored	4.9%	8.0%	15.9%	35.3%	35.8%	648
Disputes and problems are resolved effectively	5.6%	14.6%	25.3%	39.1%	15.5%	645
The departmental academic leadership is ineffective (chair, associate chair, executive officer)	44.7%	22.9%	14.3%	11.5%	6.7%	645
The departmental administration is ineffective (administrative officer, accounting, facilities, etc.)	40.6%	26.9%	12.6%	14.5%	5.4%	650
The department administration is supportive of work/family issues	4.2%	8.8%	32.1%	31.7%	23.2%	638
Understanding is shown for family responsibilities	4.4%	8.6%	33.4%	31.2%	22.3%	637
Commitment to diversity is demonstrated	4.3%	10.2%	20.0%	34.6%	30.9%	645
All faculty are encouraged to participate in strategic planning for the direction of the department/school	10.8%	17.4%	15.4%	35.0%	21.4%	649
The senior administration of the Institute is supportive of departmental issues	12.1%	19.5%	30.1%	28.3%	10.0%	642



B. Work Load and Work Environment

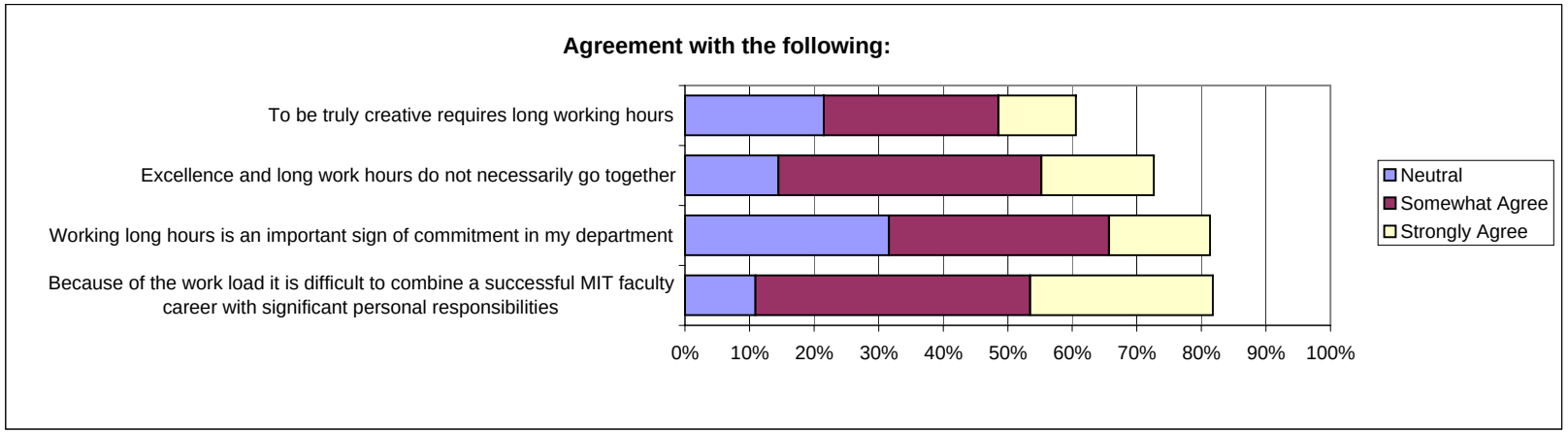
1. Overall, how would you rate your workload as a member of the faculty at MIT?

	Percent	Count
Light	0.4%	2
Moderate	7.7%	43
Heavy	28.3%	159
Very Heavy	37.8%	212
Extremely Heavy	25.8%	145



2. Indicate your agreement or disagreement with the following statements:

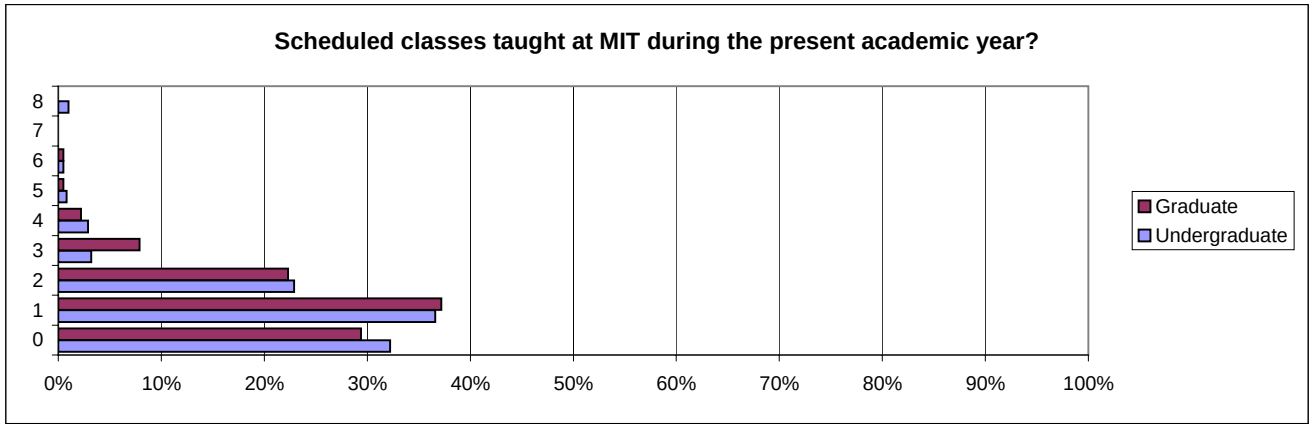
	Strongly Disagree	Somewhat Disagree	Neither Disagree nor Agree	Somewhat Agree	Strongly Agree	Count
Working long hours is an important sign of commitment in my department	5.5%	13.1%	31.6%	34.1%	15.7%	642
To be truly creative requires long working hours	12.8%	26.6%	21.5%	27.1%	12.0%	642
Excellence and long work hours do not necessarily go together	5.3%	22.0%	14.5%	40.7%	17.5%	641
Because of the work load it is difficult to combine a successful MIT faculty career with significant personal responsibilities	5.0%	13.2%	10.9%	42.6%	28.3%	643



3. For scheduled graduate and undergraduate class(es) you taught at MIT during the present academic year, please tell us the following:

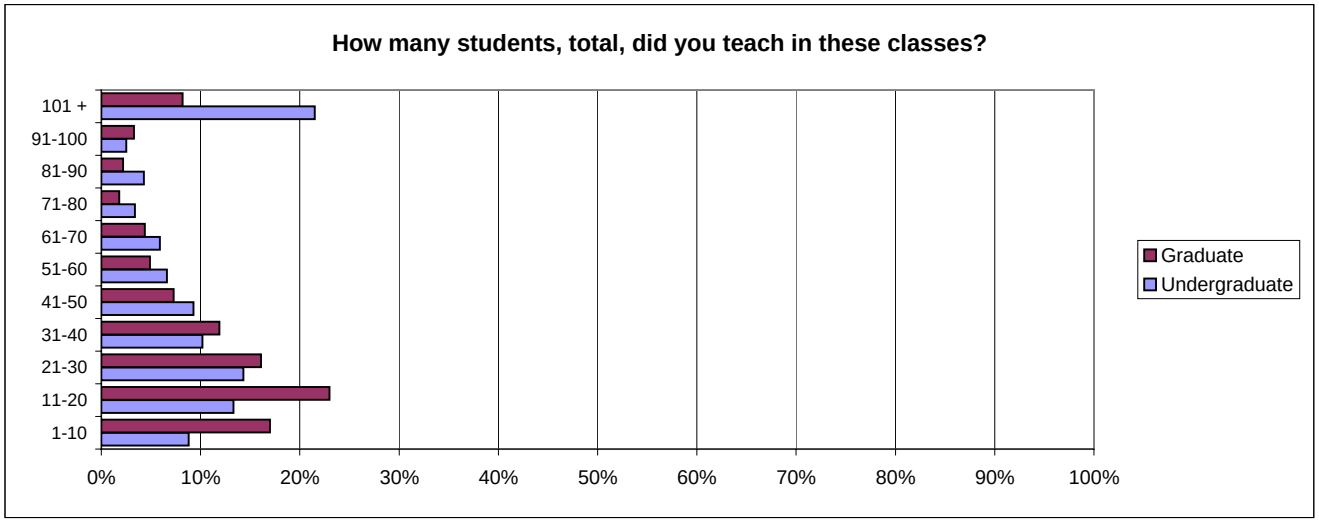
How many classes did you teach during the present academic year?

	0	1	2	3	4	5	6	7	8	Count
Undergraduate	32.2%	36.6%	22.9%	3.2%	2.9%	0.8%	0.5%	0.0%	1.0%	621
Graduate	29.4%	37.2%	22.3%	7.9%	2.2%	0.5%	0.5%	0.0%	0.0%	623



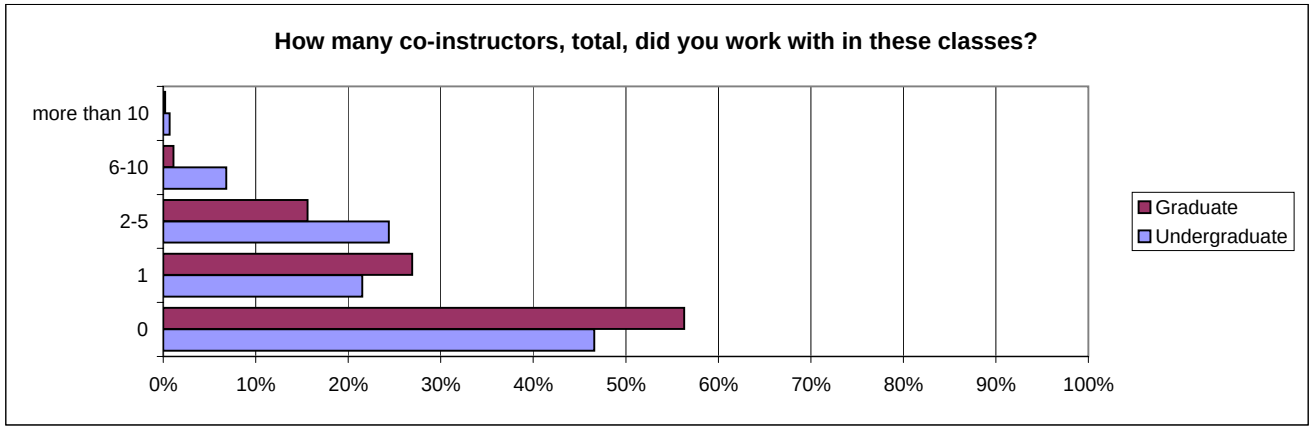
How many students, total, did you teach in these classes?

	1-10	11-20	21-30	31-40	41-50	51-60	61-70	71-80	81-90	91-100	101 +	Count
Undergraduate	8.8%	13.3%	14.3%	10.2%	9.3%	6.6%	5.9%	3.4%	4.3%	2.5%	21.5%	442
Graduate	17.0%	23.0%	16.1%	11.9%	7.3%	4.9%	4.4%	1.8%	2.2%	3.3%	8.2%	453



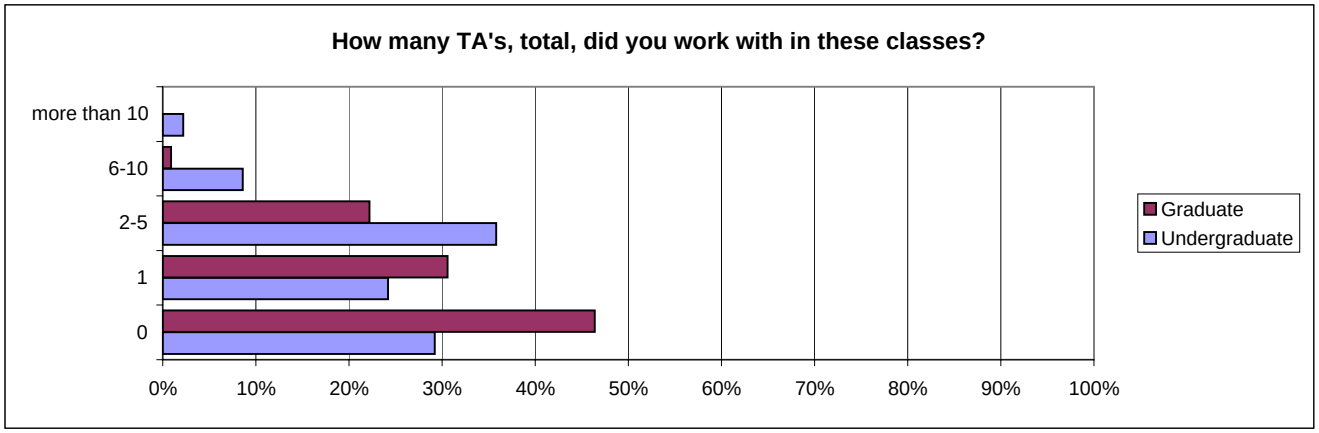
How many co-instructors, total, did you work with in these classes?

	0	1	2-5	6-10	more than 10	Count
Undergraduate	46.6%	21.5%	24.4%	6.8%	0.7%	455
Graduate	56.3%	26.9%	15.6%	1.1%	0.2%	469



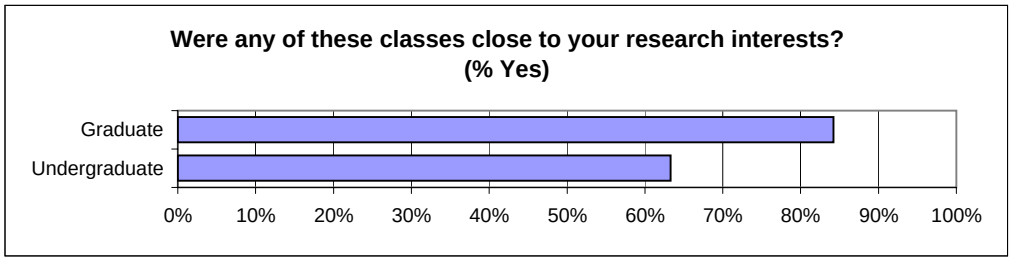
How many TAs, total, did you work with in these classes?

	0	1	2-5	6-10	more than 10	Count
Undergraduate	29.2%	24.2%	35.8%	8.6%	2.2%	455
Graduate	46.4%	30.6%	22.2%	0.9%	0.0%	468



Were any of these classes close to your research interests?

	Yes	No	Count
Undergraduate	63.3%	36.7%	431
Graduate	84.2%	15.8%	450



4. How many of each of the following types of advisees do you have now?

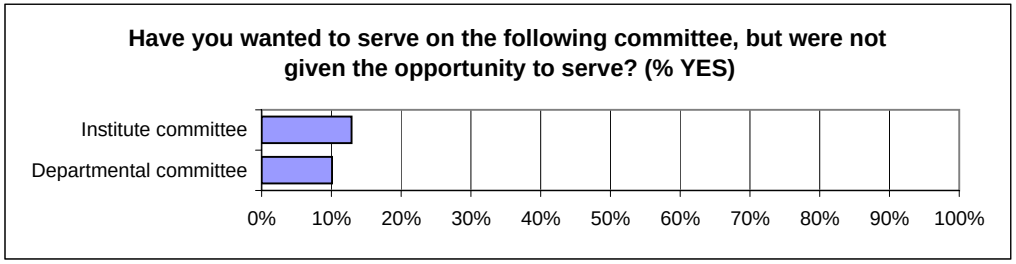
	0	1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-50	More than 50	Count
Undergraduate	38.2%	18.0%	16.9%	12.7%	5.3%	2.3%	3.0%	1.7%	1.5%	0.3%	0.0%	604
Undergraduate UROP or equivalent	37.6%	50.0%	9.7%	1.5%	0.8%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	590
Masters students	44.2%	36.8%	12.0%	4.0%	1.0%	0.9%	0.5%	0.3%	0.0%	0.0%	0.2%	581
Doctoral students, pre-thesis	20.9%	47.8%	23.1%	5.2%	1.8%	1.0%	0.0%	0.0%	0.2%	0.0%	0.0%	598
Doctoral students, writing theses	34.9%	48.6%	12.7%	2.1%	1.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	582
Postdoctoral associates or fellows	49.3%	37.8%	8.8%	2.4%	1.4%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	582
Informal advisees	27.9%	43.3%	17.0%	5.1%	2.7%	0.9%	0.5%	0.4%	0.7%	1.1%	0.5%	566
Other	58.8%	17.6%	11.8%	1.3%	4.6%	0.7%	0.0%	1.3%	0.0%	0.7%	3.3%	153

5. Please indicate the number of committees you serve on, excluding thesis committees, for this academic year.

	0	1	2	3	4	5	6	7	More than 7	Count
Number of committees in your department?	14.4%	26.4%	26.1%	13.7%	7.0%	6.2%	1.8%	1.0%	3.3%	598
Of these departmental committees, how many do you chair?	60.7%	27.7%	9.9%	1.0%	0.2%	0.0%	0.2%	0.2%	0.2%	585
Number of committees Institute-wide?	55.9%	22.4%	10.6%	6.1%	1.2%	2.0%	0.3%	0.3%	1.2%	594
Of these Institute-wide committees, how many do you chair?	87.5%	11.3%	0.5%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	550
Number of external committees? (accreditation committees, national committees, etc.)	41.2%	18.7%	16.5%	11.6%	5.2%	2.5%	1.2%	0.3%	2.9%	595
Of these external committees, how many do you chair?	79.4%	14.7%	4.5%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	558

6 Have you ever wanted to serve on the following committee, but were not given the opportunity to serve?

	Yes	No	Count
Departmental committee	10.1%	89.9%	622
Institute committee	12.9%	87.1%	619

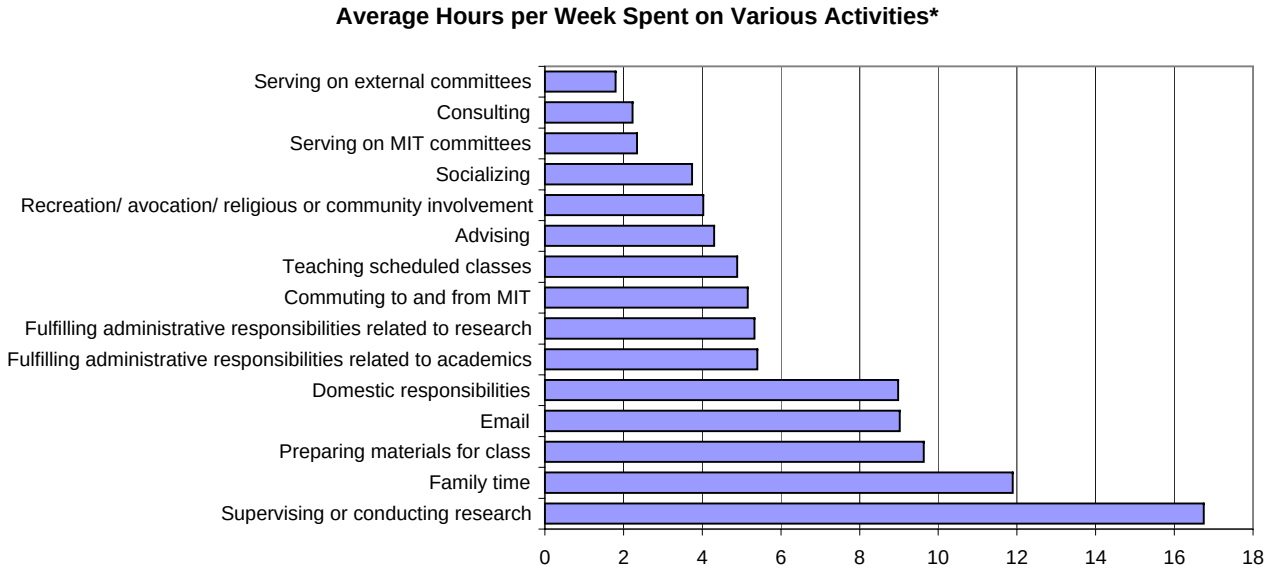


7. In what ways has your work with Departmental and Institute committees benefited you? (Open-ended question**)**

8. In what ways, if any, have Departmental and/ or Institute committees detracted from other important activities? (Open-ended question**)**

9. As you think about how you spend your time in an academic year, how would you average all your activities for a typical week?

	0 hours	1-4	5-8	9-12	13-16	17-20	21-34	35-44	45+ hours	Count
Teaching scheduled classes	2.5%	50.9%	37.4%	6.3%	1.3%	1.3%	0.3%	0.0%	0.0%	607
Preparing materials for class	2.5%	15.0%	32.3%	26.6%	12.4%	7.6%	2.5%	0.7%	0.5%	606
Advising	5.0%	62.2%	21.7%	7.5%	2.7%	0.8%	0.0%	0.0%	0.0%	598
Supervising or conducting research	2.3%	7.4%	14.0%	19.5%	15.5%	17.5%	12.9%	5.8%	5.1%	606
Fulfilling administrative responsibilities related to research	10.7%	48.3%	22.9%	8.9%	4.2%	3.5%	1.3%	0.0%	0.2%	598
Fulfilling administrative responsibilities related to academic responsibilities at MIT	7.0%	57.7%	18.4%	8.2%	3.7%	1.8%	2.0%	1.0%	0.2%	598
Serving on external committees	45.4%	45.4%	7.8%	1.0%	0.3%	0.0%	0.0%	0.0%	0.0%	590
Serving on MIT committees	32.8%	55.2%	8.9%	1.9%	0.8%	0.3%	0.0%	0.0%	0.0%	594
Email	0.0%	17.4%	38.5%	24.1%	11.3%	6.1%	1.8%	0.5%	0.2%	602
Domestic responsibilities	5.1%	27.1%	27.5%	17.2%	11.5%	5.5%	3.7%	0.7%	1.6%	564
Consulting	51.1%	31.1%	14.1%	2.5%	0.3%	0.5%	0.2%	0.0%	0.2%	589
Family time	7.6%	12.8%	22.1%	20.8%	14.2%	10.4%	7.6%	2.6%	1.9%	578
Socializing	14.0%	56.5%	22.1%	5.4%	1.1%	0.9%	0.0%	0.0%	0.0%	570
Commuting to and from MIT	3.8%	45.3%	35.3%	13.5%	1.5%	0.5%	0.0%	0.0%	0.0%	600
Recreation/ avocation/ religious or community involvement	19.7%	45.4%	22.8%	9.3%	2.2%	0.3%	0.2%	0.0%	0.0%	579



** Mean value after assigning midpoint to each range (0=0; 1-4=2.5; 5-8=6.5; 9-12=10.5; 13-16=14.5; 17-20=18.5; 21-34=27.5; 35-44=39.5; 45+ hours=45)*

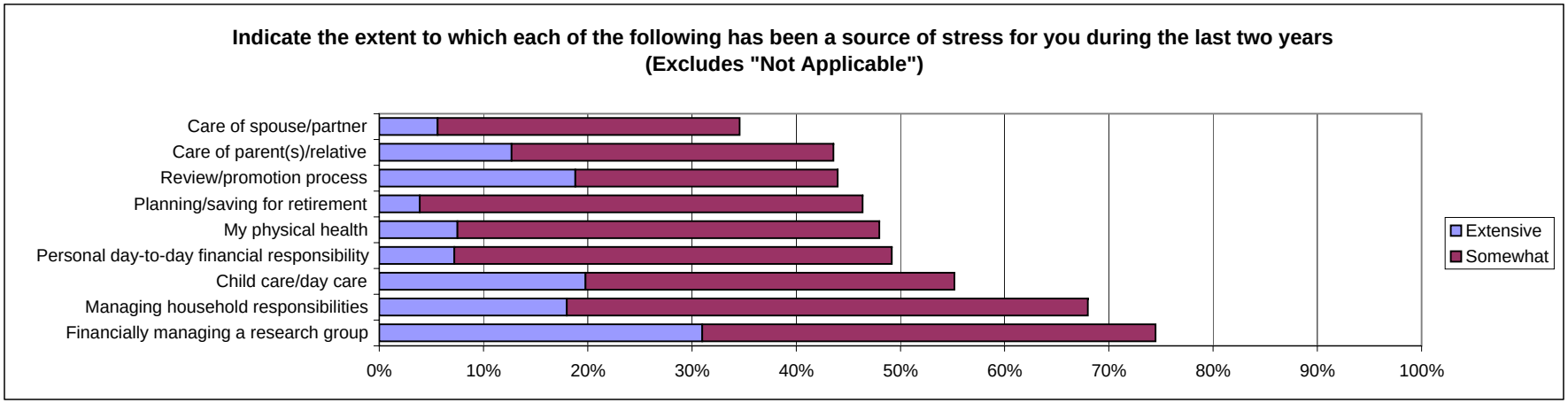
	Less than 21 hours	22-28	29-35	36-42	43-49	50-56	57-63	64-70	More than 70 hours	Count
Last week, how many hours of sleep did you get?	0.5%	1.8%	10.9%	28.9%	36.2%	17.7%	3.0%	1.0%	0.0%	605

10. In this past year, how many publications and grant proposals did you and or your group submit?

Number of publications and proposals you and your group submitted this year:	0	1	2-5	6-10	11-20	21-25	26 or more	Count
Paper for publication	7.6%	11.8%	54.1%	16.9%	8.9%	0.3%	0.3%	604
Paper for presentation at conference	9.8%	9.8%	48.4%	21.4%	9.4%	1.0%	0.2%	593
Books	78.0%	16.9%	4.9%	0.0%	0.0%	0.0%	0.2%	568
Chapters in books	52.9%	26.5%	19.4%	1.2%	0.0%	0.0%	0.0%	577
Other scholarly or creative works	55.1%	14.5%	25.9%	2.9%	1.2%	0.0%	0.4%	510
Grant proposals	15.6%	18.1%	52.7%	10.9%	2.3%	0.3%	0.0%	596

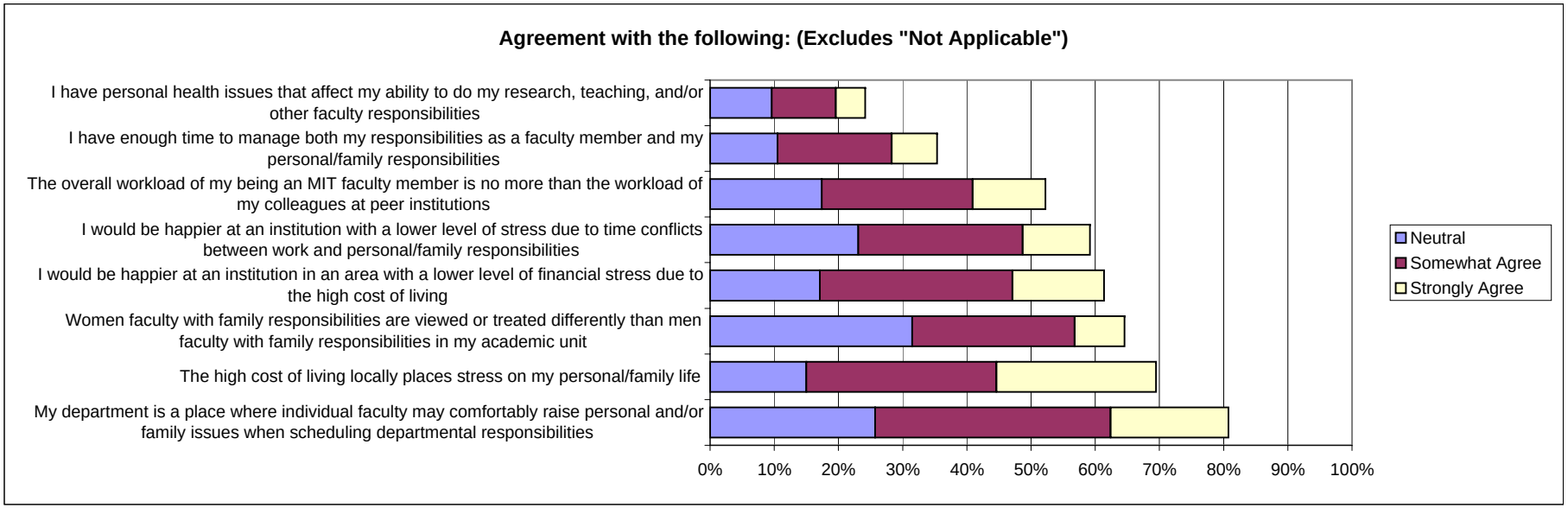
11. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

	Extensive	Somewhat	Not at all	Not Applicable	Count
Managing household responsibilities	17.5%	48.6%	31.1%	2.8%	605
Child care/day care	11.6%	20.6%	26.1%	41.7%	606
Care of parent(s)/relative	9.1%	22.1%	40.3%	28.5%	606
Care of spouse/partner	4.3%	22.4%	50.7%	22.6%	602
My physical health	7.2%	39.4%	50.6%	2.8%	607
Review/promotion process	16.0%	21.5%	47.6%	14.9%	605
Financially managing a research group	26.5%	37.2%	21.7%	14.6%	608
Personal day-to-day financial responsibility	7.1%	41.3%	49.8%	1.8%	608
Planning/saving for retirement	3.8%	41.7%	52.6%	2.0%	607



12. Please rate your agreement with the following statements.

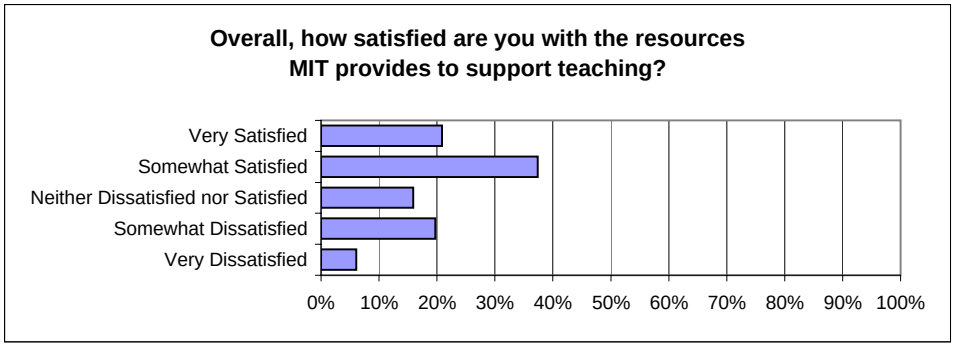
	Strongly Disagree	Somewhat Disagree	Neither Disagree nor Agree	Somewhat Agree	Strongly Agree	Not Applicable	Count
Women faculty with family responsibilities are viewed or treated differently than men faculty with family responsibilities in my academic unit	17.8%	15.4%	29.6%	23.7%	7.4%	6.1%	611
The high cost of living locally places stress on my personal/family life	15.8%	14.1%	14.6%	28.9%	24.3%	2.3%	609
I have enough time to manage both my responsibilities as a faculty member and my personal/family responsibilities	25.6%	38.3%	10.4%	17.6%	7.0%	1.1%	614
I would be happier at an institution with a lower level of stress due to time conflicts between work and personal/family responsibilities	22.1%	18.1%	22.7%	25.2%	10.4%	1.5%	607
I would be happier at an institution in an area with a lower level of financial stress due to the high cost of living	21.6%	16.6%	17.0%	29.7%	14.2%	1.0%	607
My department is a place where individual faculty may comfortably raise personal and/or family issues when scheduling departmental responsibilities	6.3%	12.4%	25.1%	35.9%	18.0%	2.3%	605
I have personal health issues that affect my ability to do my research, teaching, and/or other faculty responsibilities	54.4%	10.5%	8.2%	8.6%	4.0%	14.3%	607
The overall workload of my being an MIT faculty member is no more than the workload of my colleagues at peer institutions	16.2%	30.8%	17.2%	23.3%	11.3%	1.1%	610



C. Resources and Services

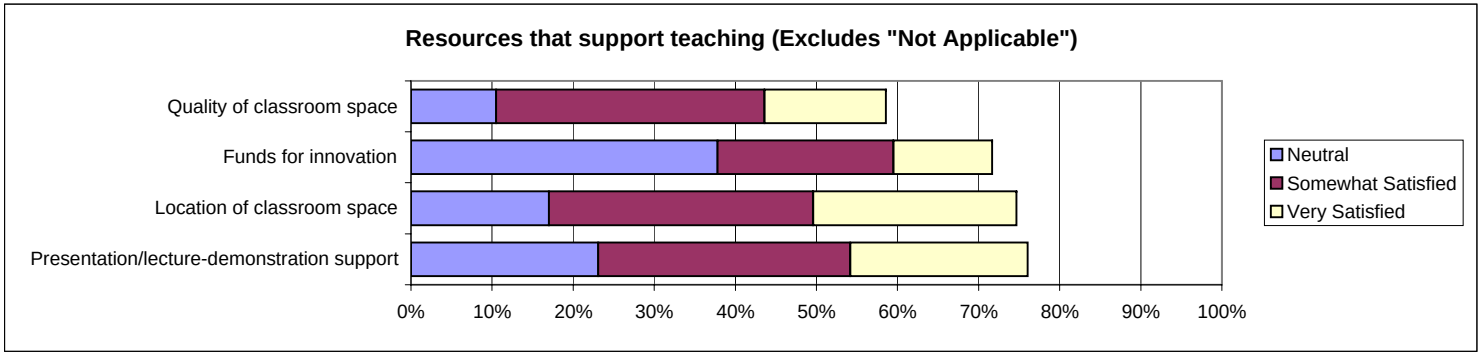
1. Overall, how satisfied are you with the resources MIT provides to support your teaching?

	Percent	Count
Very Dissatisfied	6.1%	36
Somewhat Dissatisfied	19.7%	117
Neither Dissatisfied nor Satisfied	15.9%	94
Somewhat Satisfied	37.4%	222
Very Satisfied	20.9%	124



2. All things considered about your current position at MIT, how satisfied are you with resources that support teaching?

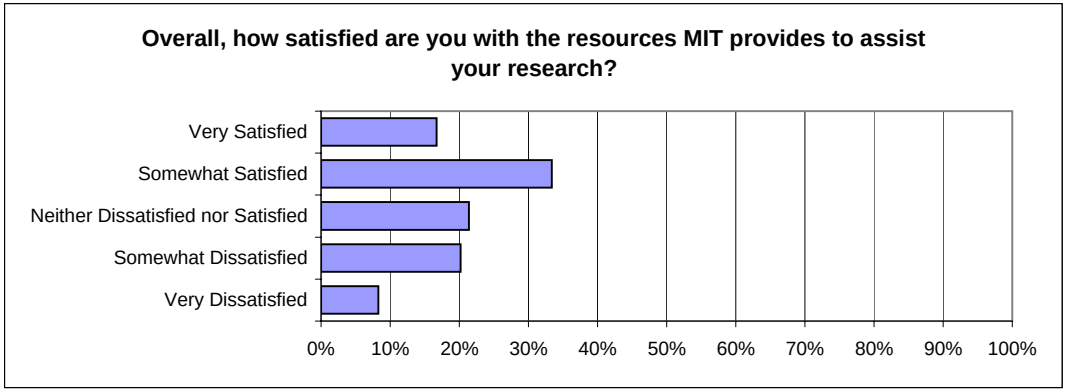
Resources that support teaching:	Very Dissatisfied	Somewhat Dissatisfied	Neither Dissatisfied nor Satisfied	Somewhat Satisfied	Very Satisfied	Not Applicable	Count
Presentation/lecture-demonstration support	6.0%	15.6%	20.9%	28.1%	19.8%	9.5%	597
Quality of classroom space	12.0%	28.8%	10.3%	32.6%	14.8%	1.5%	601
Location of classroom space	8.7%	16.2%	16.7%	32.1%	24.7%	1.7%	599
Funds for innovation	9.2%	14.7%	31.9%	18.3%	10.3%	15.6%	590



3. Where should the Institute devote new resources to better support your teaching? (Open-ended question**)**

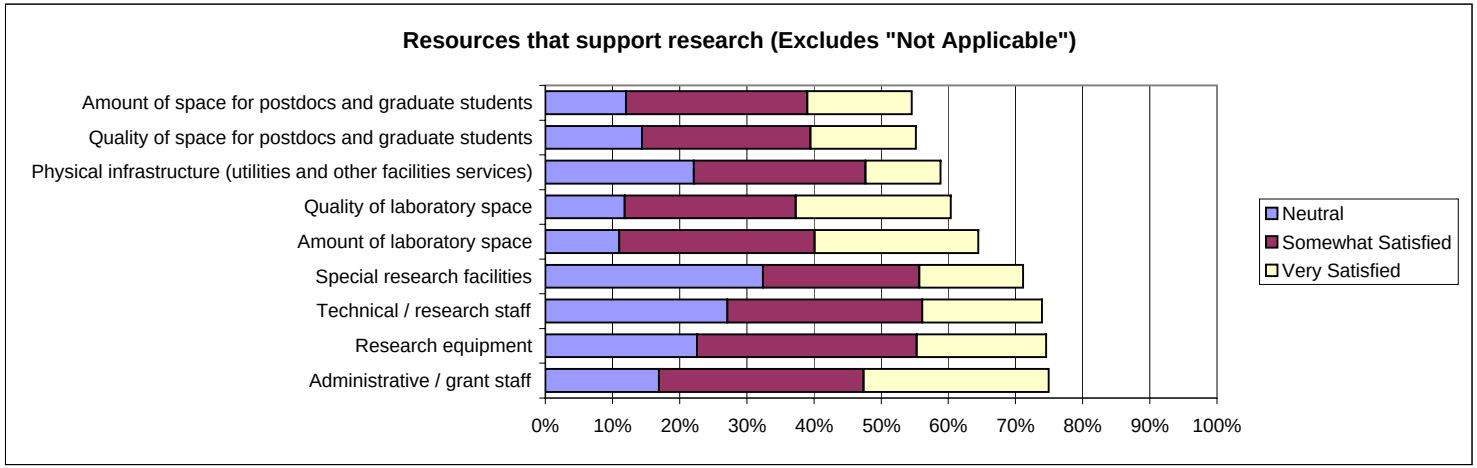
4. Overall, how satisfied are you with the resources MIT provides to assist your research?

	Percent	Count
Very Dissatisfied	8.3%	49
Somewhat Dissatisfied	20.2%	120
Neither Dissatisfied nor Satisfied	21.4%	127
Somewhat Satisfied	33.4%	198
Very Satisfied	16.7%	99



5. All things considered of your current position at MIT, how satisfied are you with resources that support research?

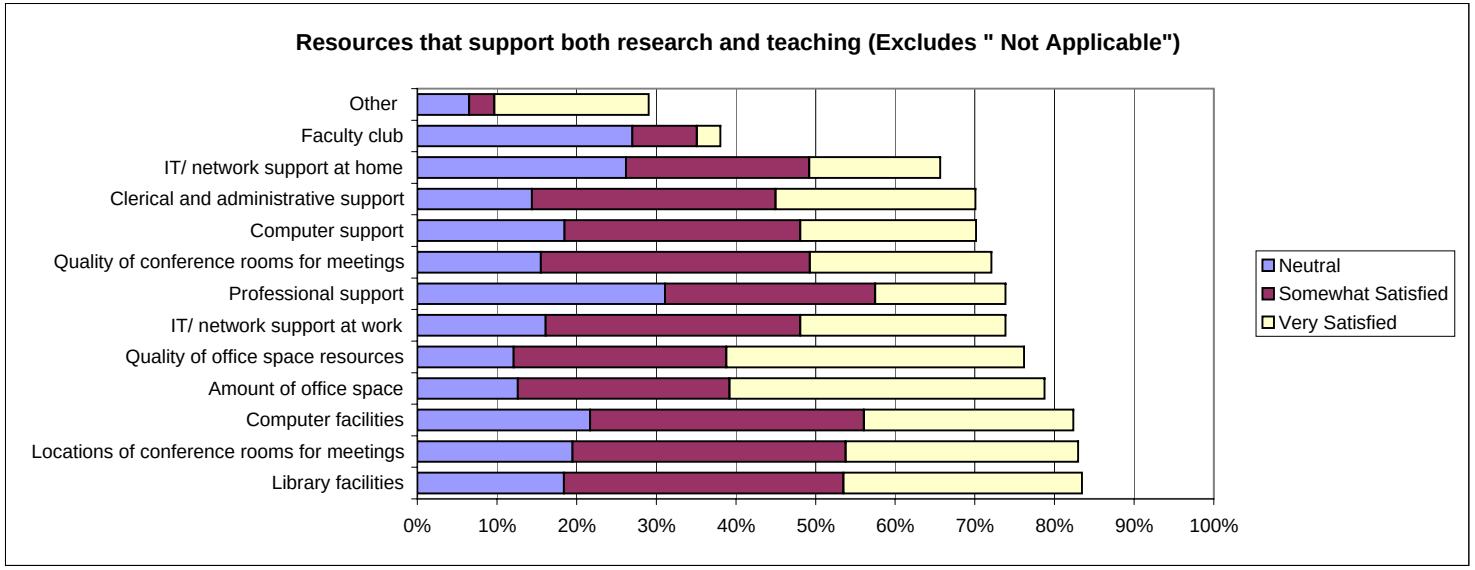
Resources that support research:	Very Dissatisfied	Somewhat Dissatisfied	Neither Dissatisfied nor Satisfied	Somewhat Satisfied	Very Satisfied	Not Applicable	Count
Amount of laboratory space	9.9%	12.7%	7.0%	18.6%	15.6%	36.3%	598
Quality of laboratory space	9.1%	15.7%	7.4%	16.0%	14.5%	37.2%	592
Amount of space for postdocs and graduate students	13.2%	26.6%	10.5%	23.7%	13.7%	12.2%	598
Quality of space for postdocs and graduate students	14.6%	25.2%	12.8%	22.3%	13.9%	11.2%	596
Research equipment	5.4%	12.8%	16.2%	23.4%	13.8%	28.3%	593
Special research facilities	6.8%	8.3%	16.9%	12.2%	8.1%	47.7%	591
Physical infrastructure (utilities and other facilities services)	12.8%	21.8%	18.6%	21.5%	9.4%	15.9%	586
Technical / research staff	6.5%	12.8%	20.1%	21.5%	13.3%	25.8%	586
Administrative / grant staff	6.6%	16.5%	15.7%	28.3%	25.6%	7.3%	593



6. Thinking about resources that support research, where should the Institute devote more resources? (Open-ended question**)**

7. All things considered of your current position at MIT, how satisfied are you with resources that support research and teaching?

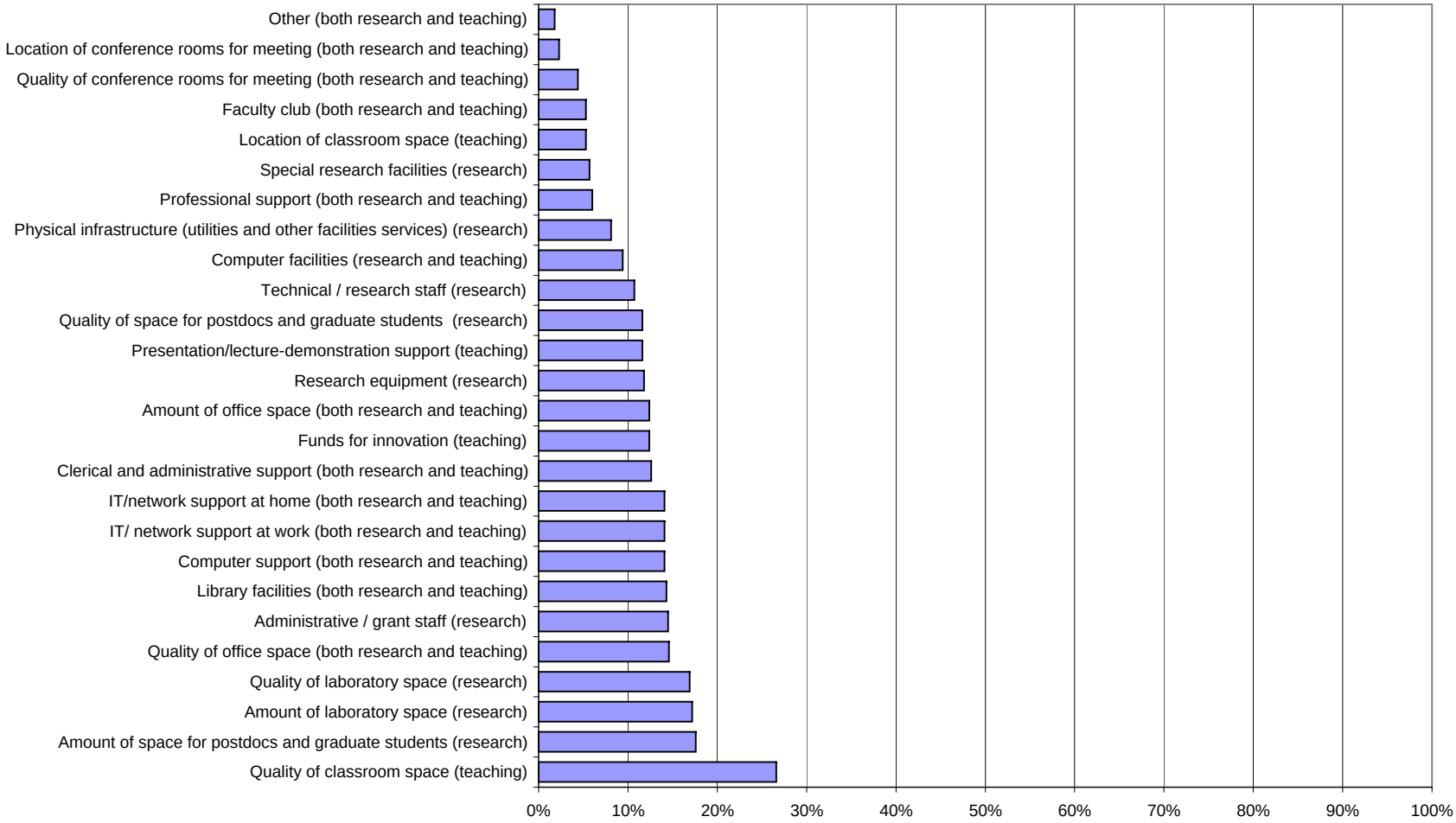
Resources that support both research and teaching:	Very Dissatisfied	Somewhat Dissatisfied	Neither Dissatisfied nor Satisfied	Somewhat Satisfied	Very Satisfied	Not Applicable	Count
Amount of office space	5.7%	15.5%	12.6%	26.6%	39.5%	0.2%	595
Quality of office space	7.1%	16.6%	12.0%	26.6%	37.3%	0.3%	590
Quality of conference rooms for meetings	8.1%	19.6%	15.3%	33.6%	22.6%	0.8%	593
Locations of conference rooms for meetings	5.2%	11.6%	19.4%	34.0%	29.0%	0.8%	594
Library facilities	3.2%	12.9%	17.9%	34.2%	29.3%	2.5%	591
Computer facilities	3.4%	13.6%	20.9%	33.1%	25.3%	3.7%	589
Computer support	9.4%	20.0%	18.2%	29.1%	21.7%	1.5%	594
IT/ network support at work	7.3%	18.3%	15.7%	31.3%	25.2%	2.2%	591
IT/ network support at home	11.0%	17.8%	22.1%	19.4%	13.9%	15.8%	589
Clerical and administrative support	7.6%	21.9%	14.3%	30.2%	24.8%	1.2%	589
Professional support	5.8%	16.6%	26.6%	22.6%	14.0%	14.4%	571
Faculty club	31.4%	18.2%	21.6%	6.5%	2.4%	19.8%	582
Other	37.0%	10.9%	4.3%	2.2%	13.0%	32.6%	46



8. Given all the potential resources listed above, which three are most important to you? (select three from the list of twenty-six resources)

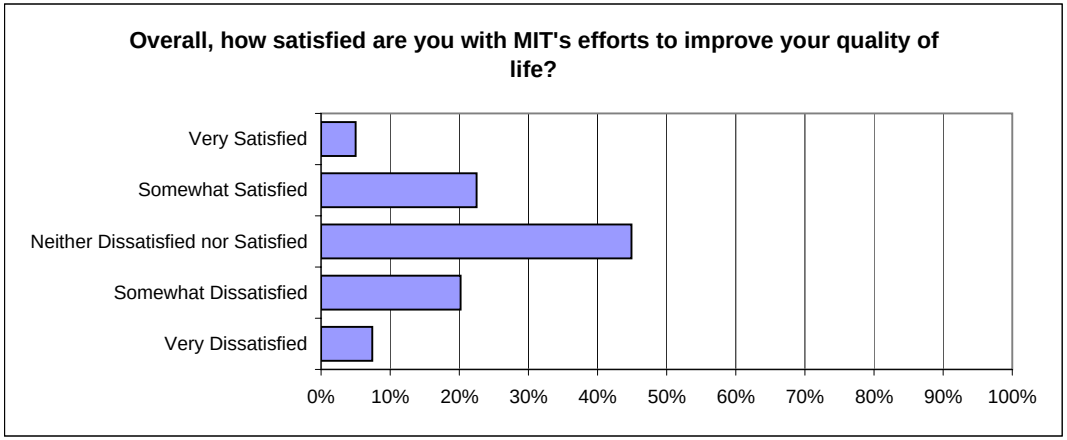
	Percent	Count
Presentation/ lecture-demonstration support (teaching)	11.6%	82
Quality of classroom space (teaching)	26.6%	187
Location of classroom space (teaching)	5.3%	37
Funds for innovation (teaching)	12.4%	87
Amount of laboratory space (research)	17.2%	121
Quality of laboratory space (research)	16.9%	119
Amount of space for postdocs and graduate students (research)	17.6%	124
Quality of space for postdocs and graduate students (research)	11.6%	82
Research equipment (research)	11.8%	83
Special research facilities (research)	5.7%	40
Physical infrastructure (utilities and other facilities services) (research)	8.1%	57
Technical / research staff (research)	10.7%	75
Administrative / grant staff (research)	14.5%	102
Amount of office space (both research and teaching)	12.4%	87
Quality of office space (both research and teaching)	14.6%	103
Quality of conference rooms for meetings (both research and teaching)	4.4%	31
Location of conference rooms for meetings (both research and teaching)	2.3%	16
Library facilities (both research and teaching)	14.3%	101
Computer facilities (research and teaching)	9.4%	66
Computer support (both research and teaching)	14.1%	99
IT/ Network support at work (both research and teaching)	14.1%	55
IT/Network support at home (both research and teaching)	14.1%	28
Clerical and administrative support (both research and teaching)	12.6%	89
Professional support (both research and teaching)	6.0%	42
Faculty club (both research and teaching)	5.3%	37
Other (both research and teaching)	1.8%	13

Given all the potential resources listed above, which three out of the twenty-six are the most important to you?



9. Overall, how satisfied are you with MIT's efforts to improve your quality of life?

	Percent	Count
Very Dissatisfied	7.4%	42
Somewhat Dissatisfied	20.2%	114
Neither Dissatisfied nor Satisfied	44.9%	253
Somewhat Satisfied	22.5%	127
Very Satisfied	5.0%	28



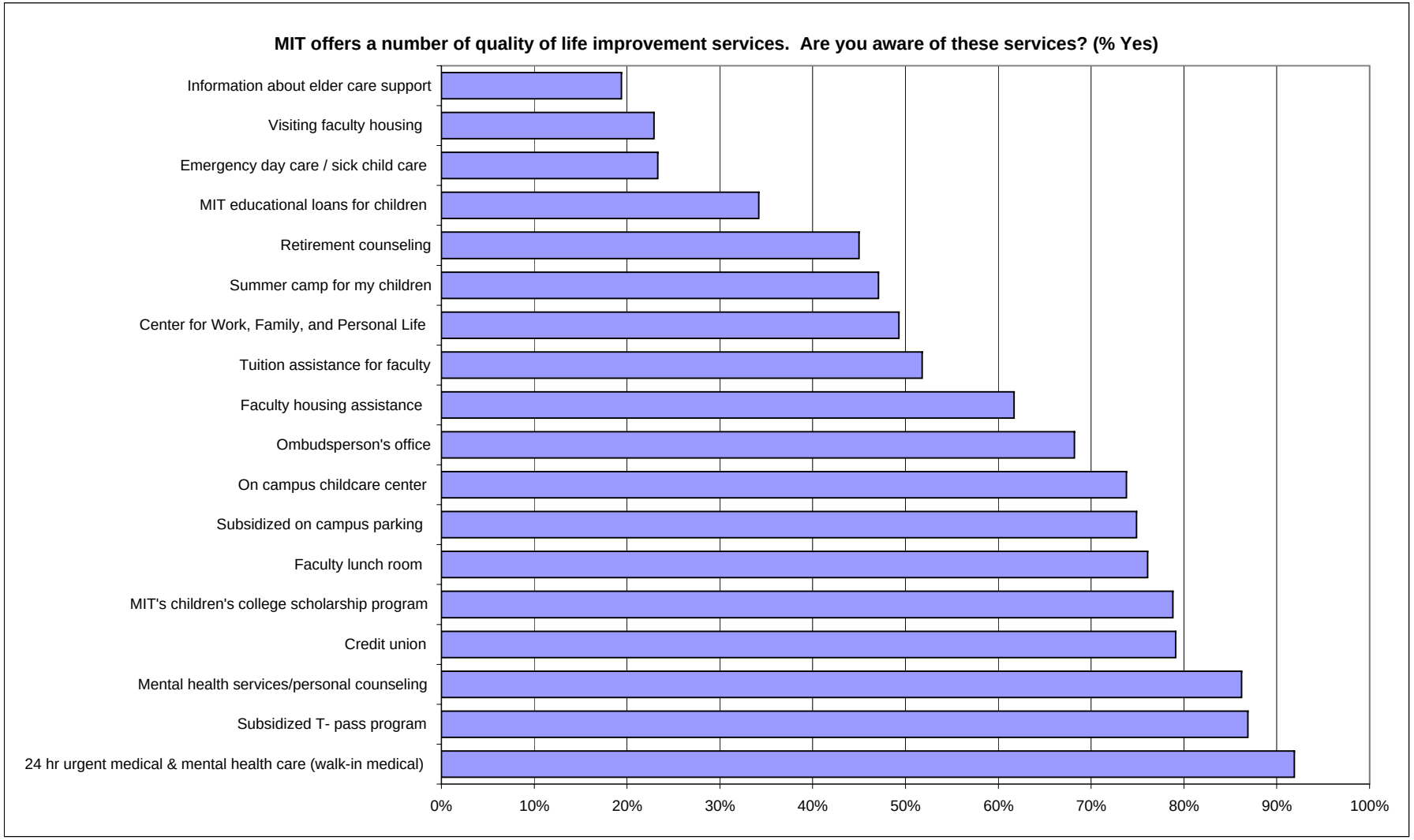
10. MIT offers a number of quality of life improvement services.
Are you aware of these services?

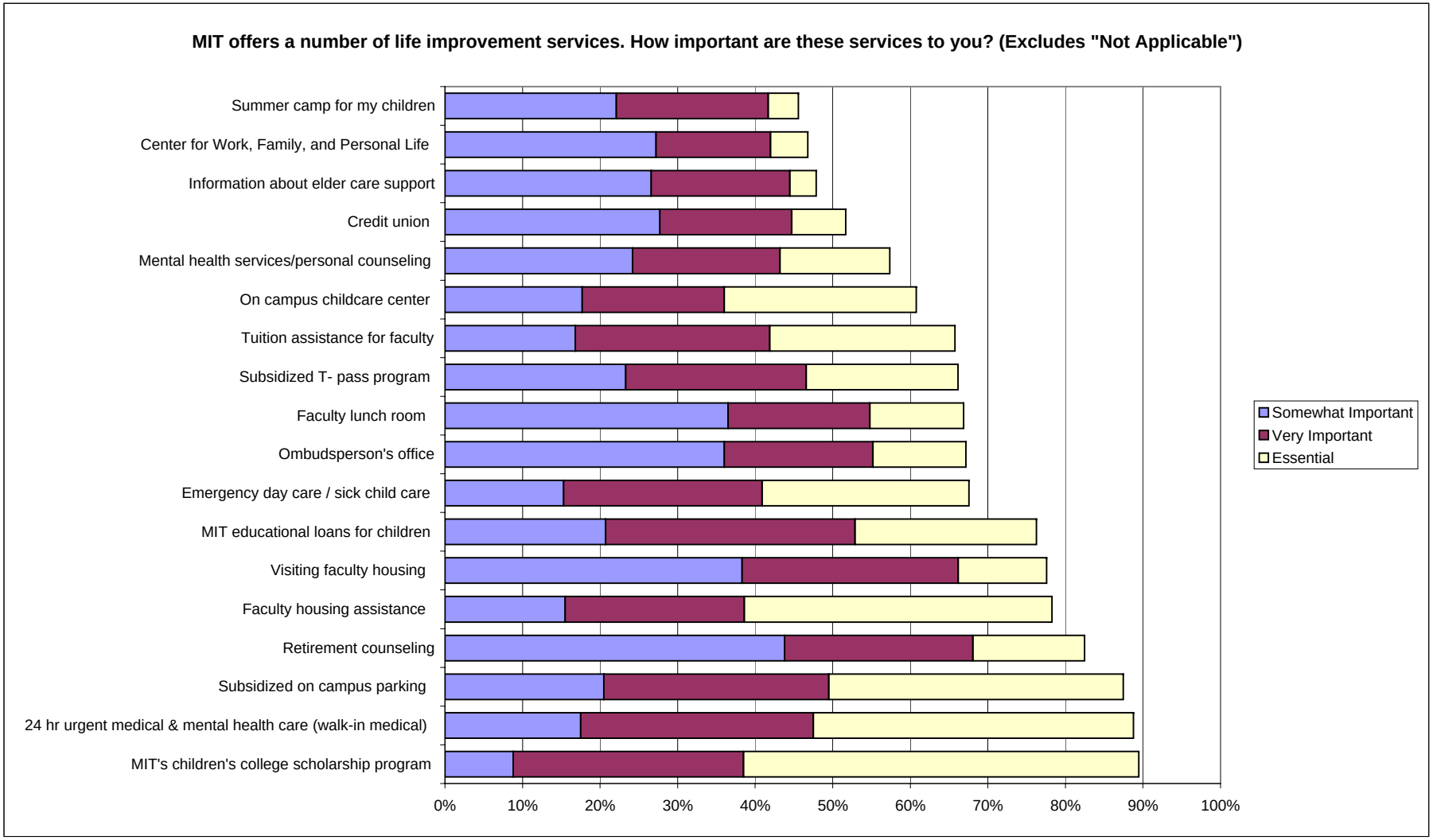
	Aware of service	NOT aware of service
Center for Work, Family, and Personal Life	49.3%	50.7%
Mental health services/personal counseling	86.2%	13.8%
24 hr Urgent medical & mental health care (walk-in medical)	91.9%	8.1%
Information about elder care support	19.4%	80.6%
Ombudsperson's office	68.2%	31.8%
Summer camp for my children	47.1%	52.9%
MIT's children's college scholarship program	78.8%	21.2%
MIT educational loans for children	34.2%	65.8%
Tuition assistance for faculty	51.8%	48.2%
On campus childcare center	73.8%	26.2%
Emergency day care / sick child care *	23.3%	76.7%
Retirement counseling	45.0%	55.0%
Faculty housing assistance	61.7%	38.3%
Faculty lunch room	76.1%	23.9%
Visiting faculty housing	22.9%	77.1%
Subsidized on campus parking	74.9%	25.1%
Subsidized T- pass program	86.9%	13.1%
Credit union	79.1%	20.9%

* This service does not yet exist

How important are these services to you?

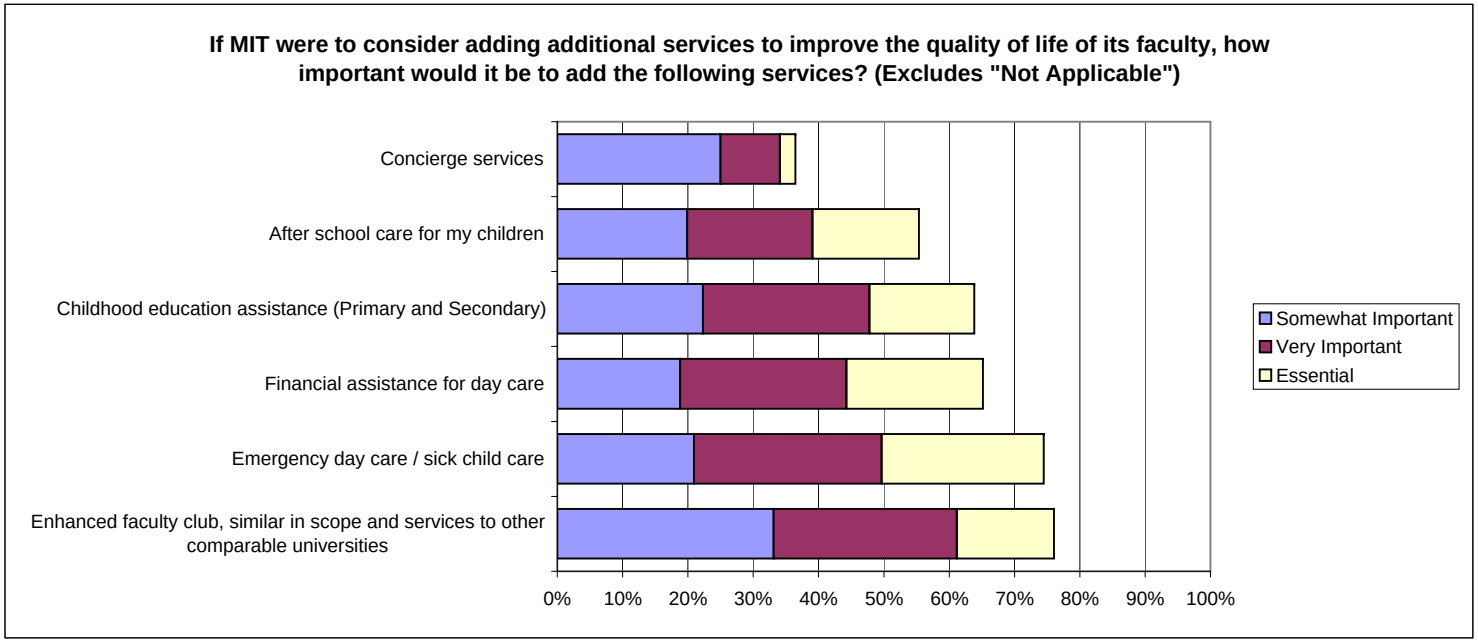
Not Important	Somewhat Important	Very Important	Essential	Not Applicable	Count
44.2%	22.6%	12.3%	4.0%	17.0%	430
35.3%	20.0%	15.7%	11.8%	17.2%	535
10.3%	16.3%	27.9%	38.5%	6.9%	551
35.0%	17.8%	12.0%	2.3%	32.9%	432
28.7%	31.4%	16.8%	10.5%	12.6%	477
30.1%	12.2%	10.8%	2.2%	44.8%	509
7.8%	6.5%	22.0%	37.7%	26.0%	551
16.0%	14.0%	21.8%	15.8%	32.3%	449
25.1%	12.3%	18.4%	17.5%	26.6%	462
23.8%	10.7%	11.1%	15.0%	39.4%	513
19.6%	9.2%	15.5%	16.1%	39.6%	465
15.6%	39.0%	21.7%	12.8%	10.8%	461
19.2%	13.6%	20.4%	35.0%	11.9%	506
32.3%	35.6%	17.8%	11.8%	2.5%	517
19.7%	33.6%	24.5%	10.0%	12.2%	458
11.8%	19.4%	27.4%	35.9%	5.5%	532
28.4%	19.5%	19.5%	16.5%	16.1%	528
43.3%	24.9%	15.3%	6.3%	10.2%	510


MIT offers a number of quality of life improvement services. Are you aware of these services? (% Yes)
Information about elder care support
Visiting faculty housing
Emergency day care / sick child care
MIT educational loans for children
Retirement counseling
Summer camp for my children
Center for Work, Family, and Personal Life
Tuition assistance for faculty
Faculty housing assistance
Ombudsperson's office
On campus childcare center
Subsidized on campus parking
Faculty lunch room
MIT's children's college scholarship program
Credit union
Mental health services/personal counseling
Subsidized T- pass program
24 hr urgent medical & mental health care (walk-in medical)
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


MIT offers a number of life improvement services. How important are these services to you? (Excludes "Not Applicable")
Summer camp for my children
Center for Work, Family, and Personal Life
Information about elder care support
Credit union
Mental health services/personal counseling
On campus childcare center
Tuition assistance for faculty
Subsidized T- pass program
Faculty lunch room
Ombudsperson's office
Emergency day care / sick child care
MIT educational loans for children
Visiting faculty housing
Faculty housing assistance
Retirement counseling
Subsidized on campus parking
24 hr urgent medical & mental health care (walk-in medical)
MIT's children's college scholarship program
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Somewhat Important
Very Important
Essential

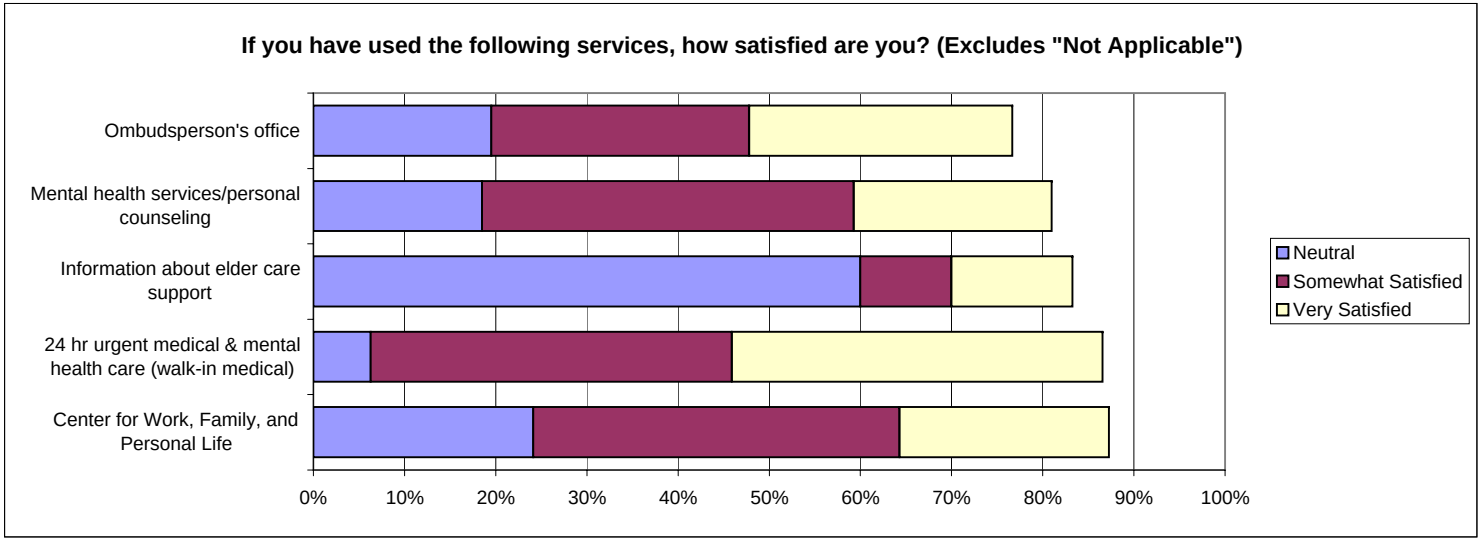
11. If MIT were to consider adding additional services to improve the quality of life of its faculty, how important would it be to add the following services?

	Not Important	Somewhat Important	Very Important	Essential	Not Applicable	Count
After school care for my children	23.9%	10.7%	10.3%	8.8%	46.4%	582
Childhood education assistance (Primary and Secondary)	21.4%	13.2%	15.1%	9.5%	40.8%	576
Financial assistance for day care	20.1%	10.8%	14.7%	12.0%	42.4%	573
Emergency day care / sick child care	14.9%	12.3%	16.9%	14.6%	41.3%	562
Enhanced faculty club, similar in scope and services to other comparable universities	23.0%	31.9%	27.1%	14.3%	3.6%	586
Concierge services	53.2%	20.9%	7.6%	2.0%	16.2%	554



12. If you have used the following services, how satisfied are you?

	Very Dissatisfied	Somewhat Dissatisfied	Neither Dissatisfied nor Satisfied	Somewhat Satisfied	Very Satisfied	Not Applicable	Count
Center for Work, Family, and Personal Life	0.7%	1.3%	3.8%	6.3%	3.6%	84.3%	555
Mental health services/personal counseling	1.1%	4.3%	5.2%	11.6%	6.1%	71.7%	554
24 hr Urgent medical & mental health care (walk-in medical)	1.1%	7.6%	4.1%	25.5%	26.2%	35.5%	564
Information about elder care support	0.0%	0.9%	3.3%	0.6%	0.7%	94.5%	544
Ombudsperson's office	2.0%	4.8%	5.7%	8.3%	8.4%	70.8%	545

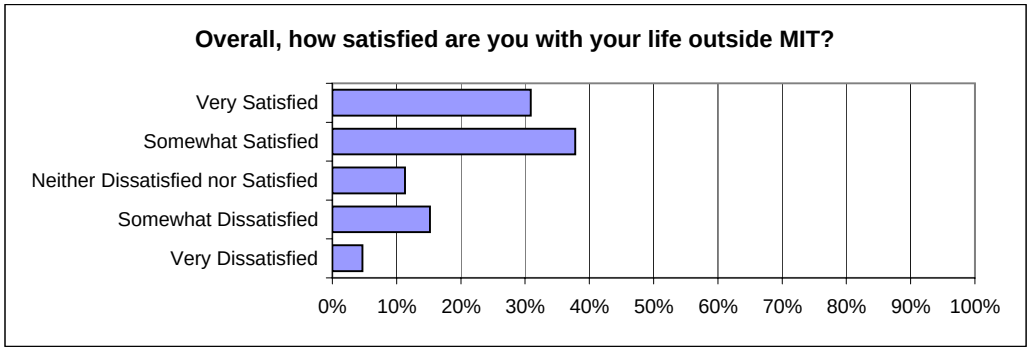


13. What other new or additional services would you like MIT to consider to enhance the quality of your professional or personal life? (Open-ended question**)**

D. Life Outside MIT / Background

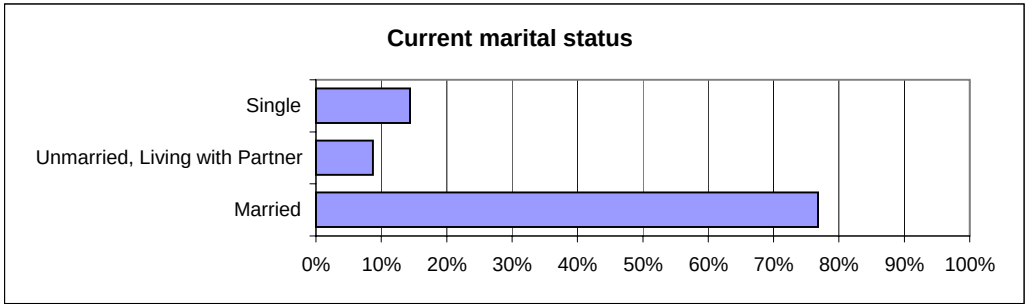
1. Overall, how satisfied are you with your life outside MIT?

	Percent	Count
Very Dissatisfied	4.7%	28
Somewhat Dissatisfied	15.2%	90
Neither Dissatisfied nor Satisfied	11.3%	67
Somewhat Satisfied	37.8%	224
Very Satisfied	30.9%	183



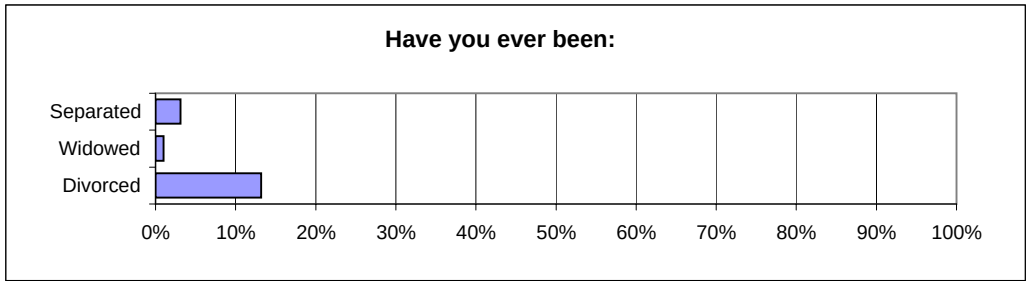
2. Current marital or relationship status

	Married	Unmarried, Living with Partner	Single	Count
Current marital or relationship status	76.8%	8.7%	14.4%	596



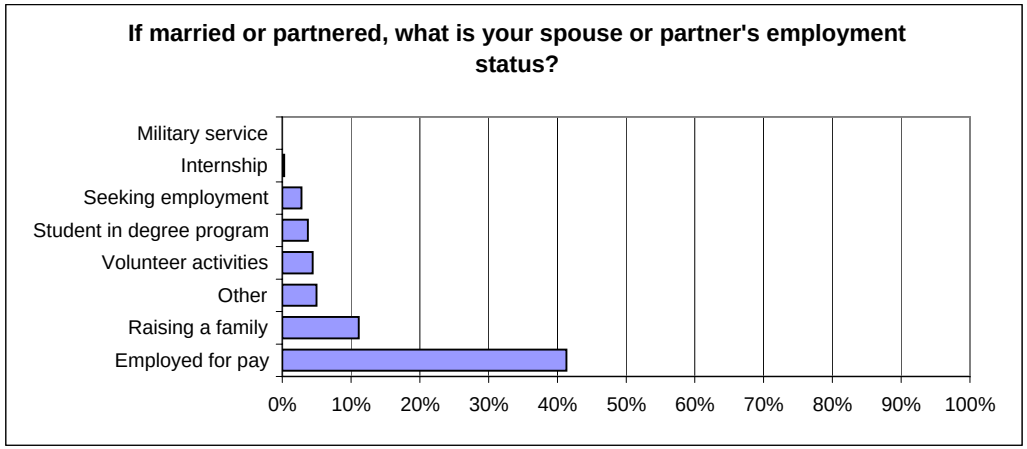
Have you ever been: (mark all that apply)

	Percent	Count
Divorced	13.2%	93
Widowed	1.0%	7
Separated	3.1%	22



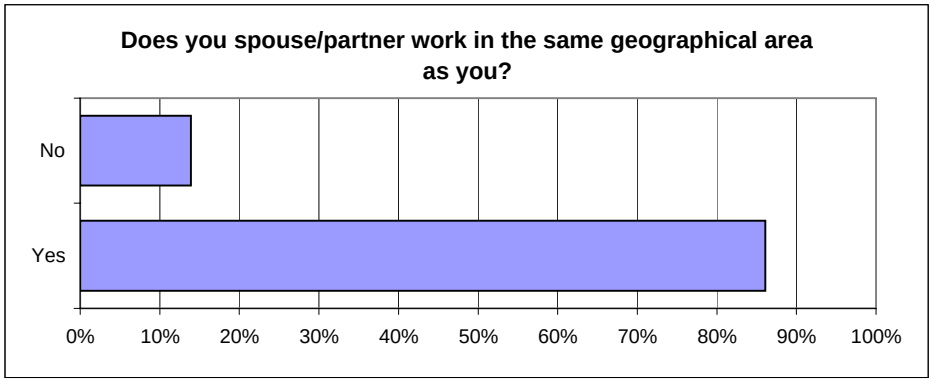
3. If you marked married or partnered, what is your spouse or partner's employment status?

	Percent	Count
Employed for pay	41.3%	291
Student in degree program	3.7%	26
Internship	0.3%	2
Seeking employment	2.8%	20
Raising a family	11.1%	78
Volunteer activities	4.4%	31
Military service	0.0%	0
Other	5.0%	35



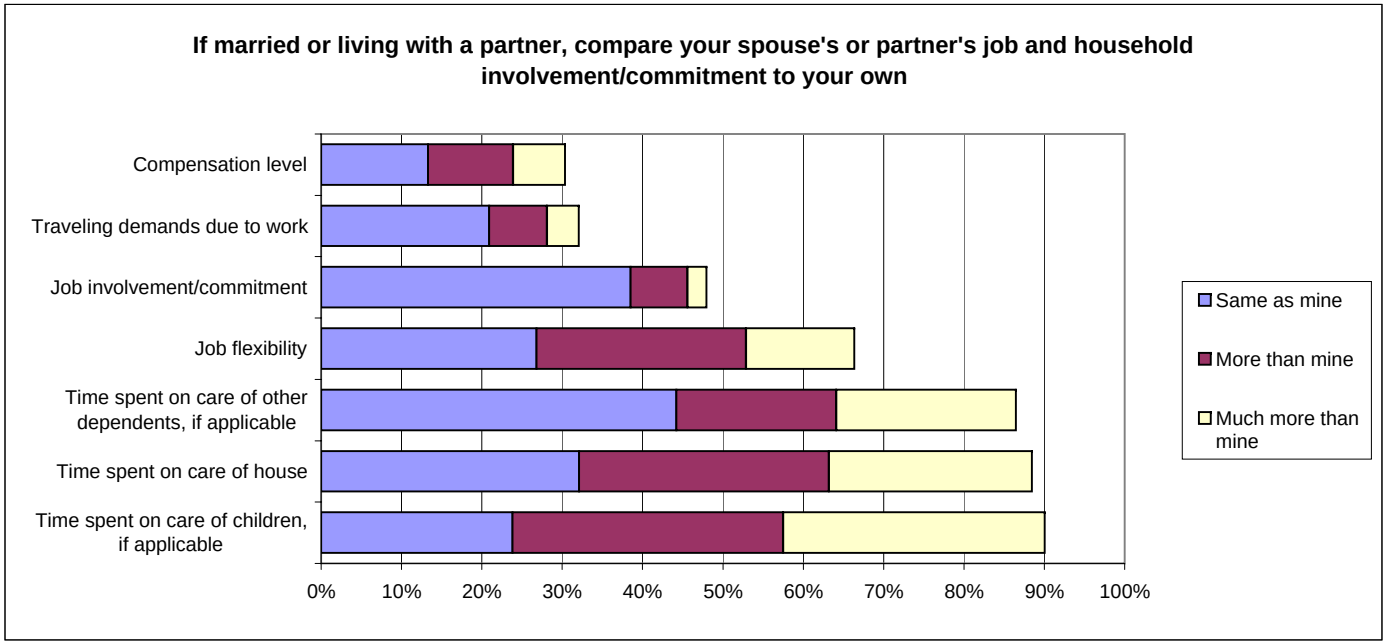
4. Does your spouse/partner work in the same geographical area as you? (i.e., the Boston Area)

	Percent	Count
Yes	86.1%	353
No	13.9%	57



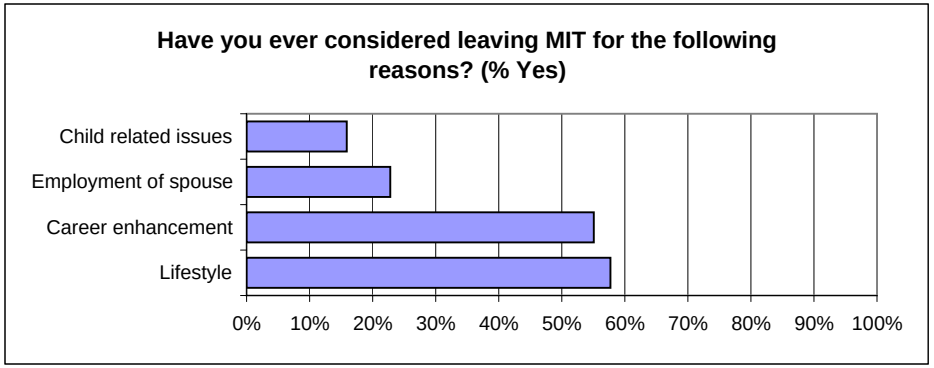
5. If you are married or living with a partner, please compare your spouse's or partner's job and household involvement/commitment to your own using the following scale.

	Much less than mine	Less than mine	Same as mine	More than mine	Much more than mine	Count
Job involvement/commitment	23.4%	28.5%	38.5%	7.1%	2.4%	410
Job flexibility	10.0%	23.6%	26.8%	26.1%	13.5%	399
Compensation level	39.9%	29.6%	13.3%	10.6%	6.5%	398
Traveling demands due to work	39.8%	28.1%	20.9%	7.2%	4.0%	402
Time spent on care of house	4.6%	6.8%	32.1%	31.1%	25.3%	411
Time spent on care of children, if applicable	5.0%	5.0%	23.8%	33.7%	32.6%	261
Time spent on care of other dependents, if applicable	5.8%	7.7%	44.2%	19.9%	22.4%	156



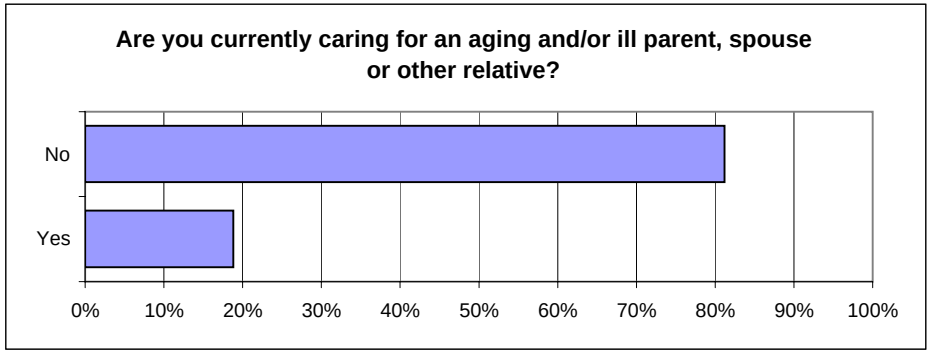
6. Have you ever considered leaving MIT for:

	Yes	No	Count
Career enhancement	55.1%	44.9%	574
Employment of spouse	22.8%	77.2%	534
Child related issues	15.9%	84.1%	521
Lifestyle	57.7%	42.3%	562



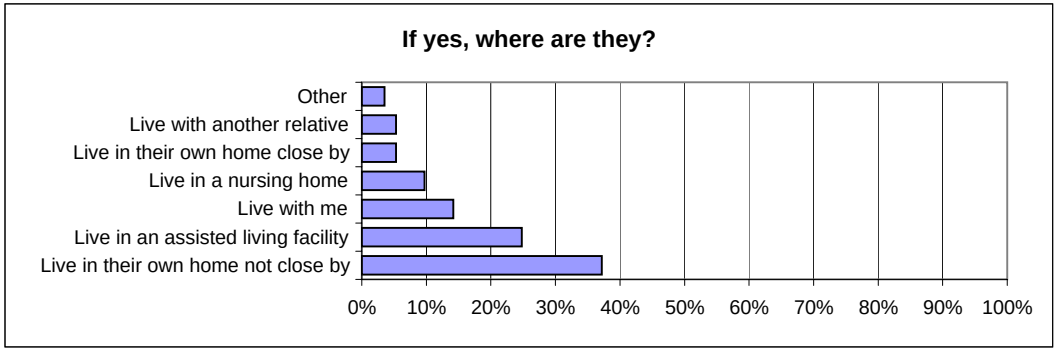
7. Are you currently caring for an aging and/or ill parent, spouse or other relative?

	Percent	Count
Yes	18.8%	111
No	81.2%	479



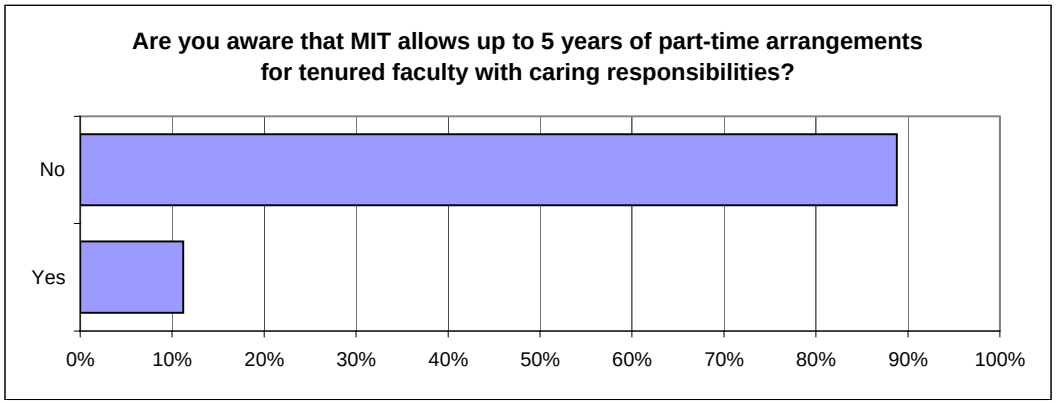
8. If yes, where are they?

	Percent	Count
Live in their own home close by	5.3%	6
Live in their own home not close by	37.2%	42
Live in an assisted living facility	24.8%	28
Live in a nursing home	9.7%	11
Live with another relative	5.3%	6
Live with me	14.2%	16
Other	3.5%	4



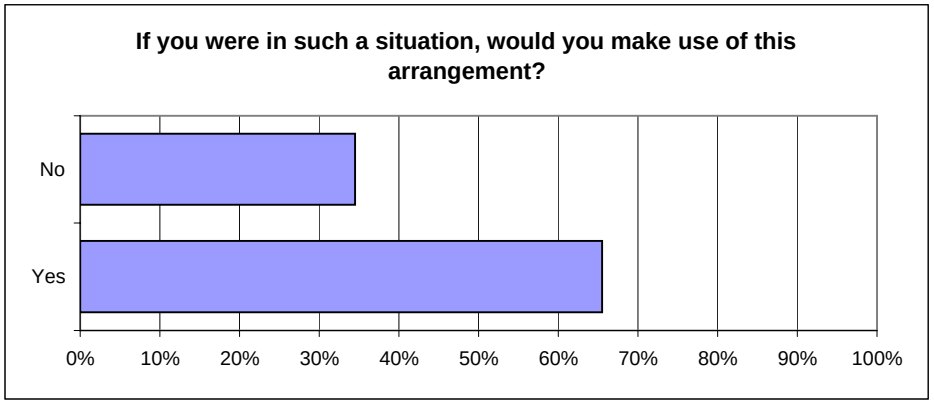
9. Are you aware that MIT allows up to 5 years of part-time arrangements for tenured faculty with caring responsibilities?

	Percent	Count
Yes	11.2%	66
No	88.8%	525



10. If you were in such a situation, would you make use of this arrangement?

	Percent	Count
Yes	65.5%	357
No	34.5%	188

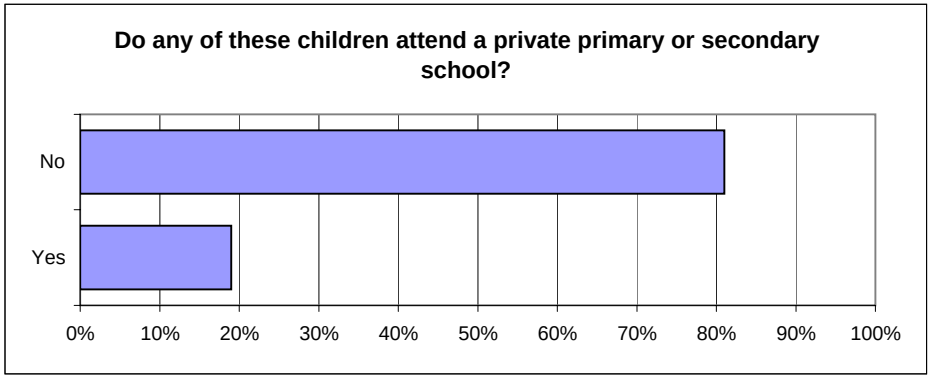


11. How many children do you have in the following age ranges?

Age Ranges	Number of Children							
	0	1	2	3	4	5	6+	Count
0-4	65.9%	25.0%	8.4%	0.0%	0.0%	0.0%	0.6%	308
5-12	58.2%	23.5%	14.4%	3.8%	0.0%	0.0%	0.0%	340
13-17	70.4%	23.3%	6.3%	0.0%	0.0%	0.0%	0.0%	287
18-23	70.7%	19.0%	10.0%	0.3%	0.0%	0.0%	0.0%	290
24 or older	55.6%	14.0%	18.7%	8.5%	2.3%	0.3%	0.6%	342

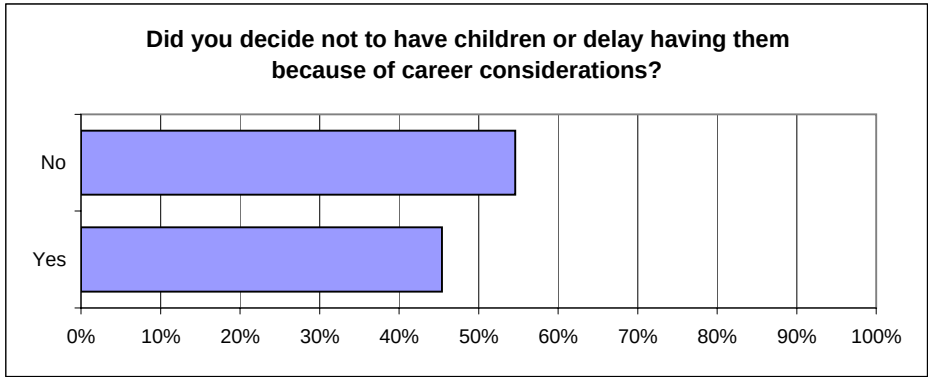
12. Do any of these children attend a private primary or secondary school?

	Percent	Count
Yes	19.0%	87
No	81.0%	371



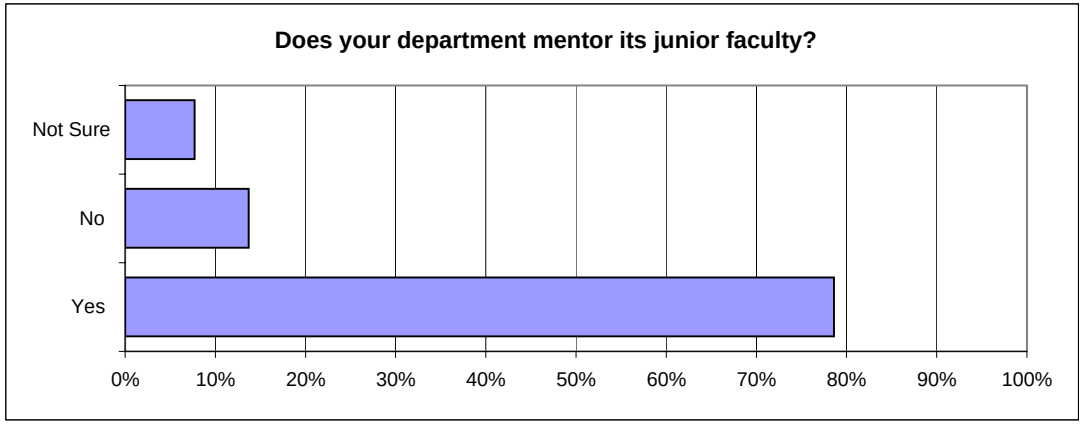
13. Did you decide not to have children or delay having them because of career considerations?

	Percent	Count
Yes	45.4%	246
No	54.6%	296



E. Mentoring

		Yes	No	Not Sure	Count
1.	**Does your department mentor its junior faculty?**	78.6%	13.7%	7.7%	597
2.	**If yes, is it successful?**	39.4%	14.6%	46.0%	513

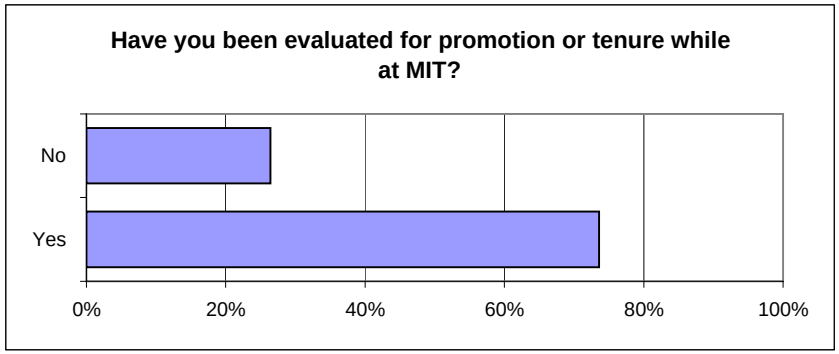


3. If yes, how has it helped? (Open-ended question**)**

F. Promotion/ Tenure Issues

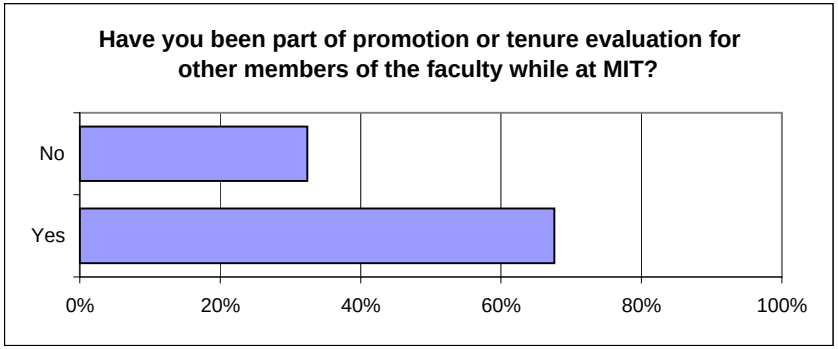
1. Have you been evaluated for promotion or tenure while at MIT?

	Percent	Count
Yes	73.6%	440
No	26.4%	158



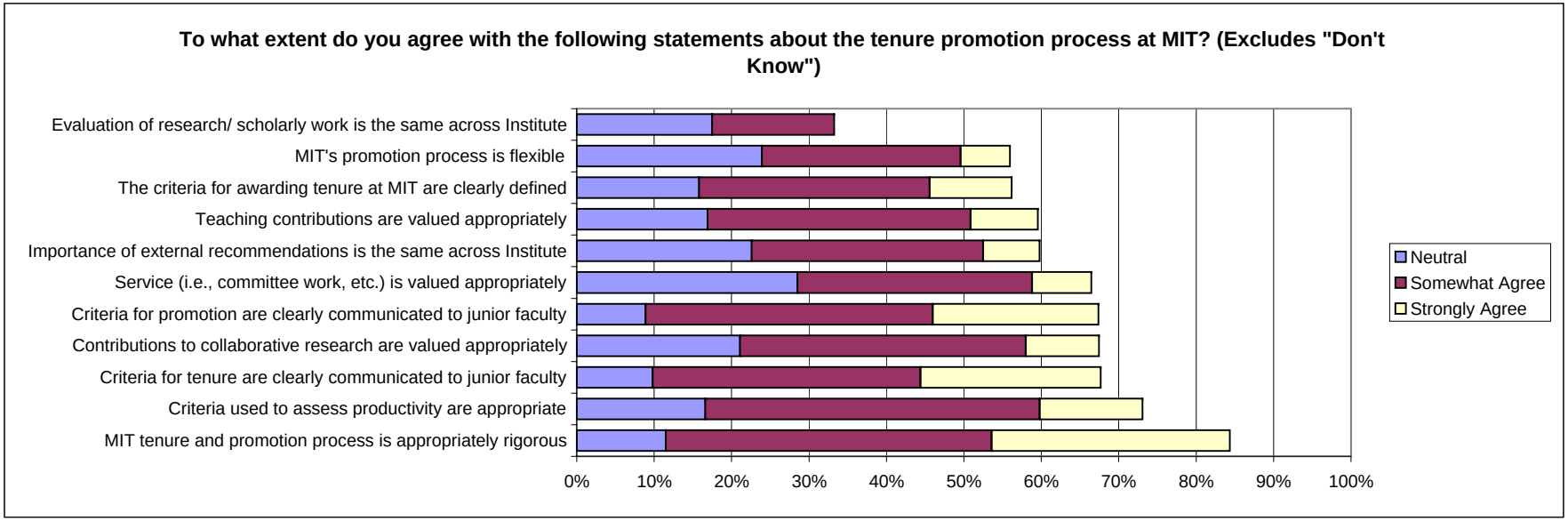
2. Have you been part of promotion or tenure evaluation for other members of the faculty while at MIT?

	Percent	Count
Yes	67.6%	402
No	32.4%	193



3. To what extent do you agree with the following statements about the tenure promotion process at MIT?

	Strongly Disagree	Somewhat Disagree	Neither Disagree nor Agree	Somewhat Agree	Strongly Agree	Don't Know	Count
Criteria for promotion are clearly communicated to junior faculty	10.6%	20.9%	8.6%	36.0%	20.8%	3.0%	592
Criteria for tenure are clearly communicated to junior faculty	10.7%	20.6%	9.5%	33.6%	22.7%	2.9%	587
Evaluation of research/ scholarly work is the same across Institute	18.0%	22.7%	10.7%	9.7%	0.0%	39.0%	590
Importance of external recommendations is the same across Institute	8.3%	11.4%	11.1%	14.7%	3.6%	50.9%	587
The criteria for awarding tenure at MIT are clearly defined	16.4%	24.9%	14.9%	28.1%	10.0%	5.8%	591
MIT tenure and promotion process is appropriately rigorous	4.4%	9.7%	10.4%	38.1%	27.9%	9.5%	588
Criteria used to assess productivity are appropriate	5.7%	17.5%	14.3%	37.3%	11.5%	13.7%	593
Contributions to collaborative research are valued appropriately	7.3%	18.3%	16.6%	28.9%	7.4%	21.5%	591
Teaching contributions are valued appropriately	11.3%	24.2%	15.1%	30.3%	7.8%	11.0%	591
Service (i.e., committee work, etc.) is valued appropriately	9.8%	18.1%	23.7%	25.3%	6.4%	16.6%	590
MIT's promotion process is flexible	14.3%	20.3%	18.8%	20.1%	5.0%	21.5%	581



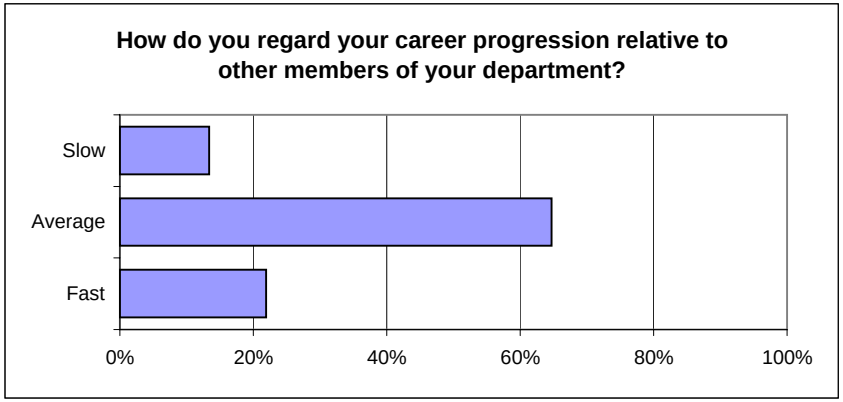
4. MIT currently has two tenured professorial ranks (associate professor with tenure and full professor) and two tenure track professorial ranks (assistant professor and associate professor without tenure). If MIT decided to eliminate one of these ranks, which one do you think it should be and what effect do you think this decision would have? (Open-ended question**)**

5. To what extent are you satisfied with the current promotion and tenure process at MIT? (Open-ended question**)**

6. If MIT were to change the promotion and tenure process without reducing quality of faculty, what changes would you suggest? (Open-ended question**)**

7. How do you regard your career progression relative to other members of your department?

	Percent	Count
Fast	21.9%	121
Average	64.7%	358
Slow	13.4%	74

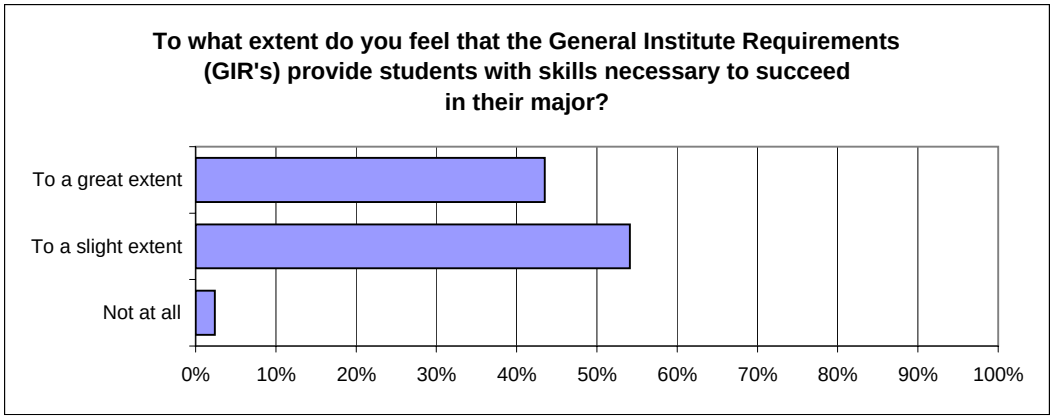


Additional comments (Open-ended question**)**

G. Curriculum Issues

1. To what extent do you feel that the General Institute Requirements (GIR's) provide students with skills necessary to succeed in their major?

	Percent	Count
Not at all	2.4%	12
To a slight extent	54.1%	266
To a great extent	43.5%	214

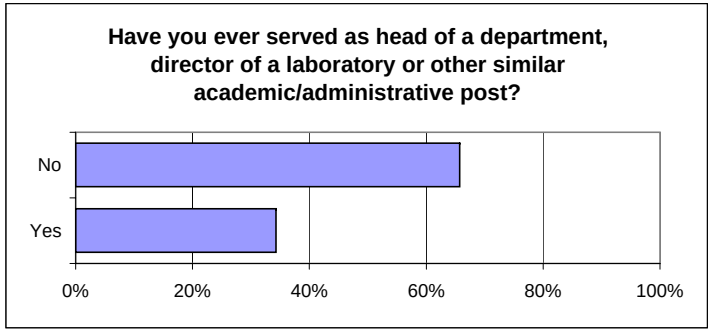


2. We would like to hear any other observations you might have about MIT's general/common requirements for undergraduates. (Open-ended question**)**

H. Background and Other Information About You

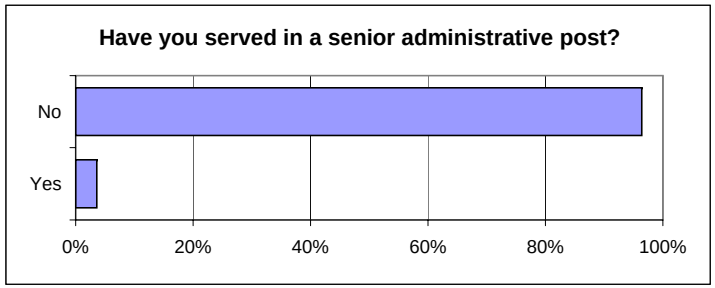
3. Have you ever served as head of a department, director of a laboratory or other similar academic/administrative post?

	Percent	Count
Yes	34.3%	203
No	65.7%	389



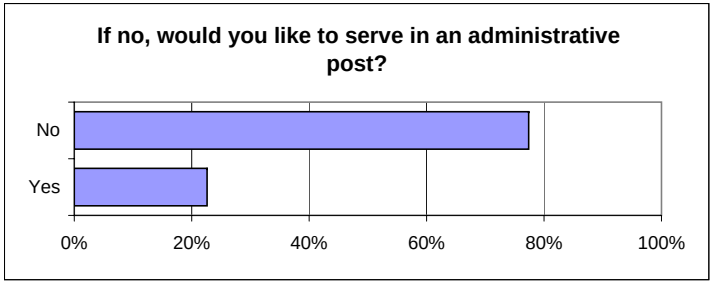
4. Have you ever served in a senior administrative post (President, Provost, Chancellor, Associate Provost, Vice President, Dean etc.)

	Percent	Count
Yes	3.6%	21
No	96.4%	565



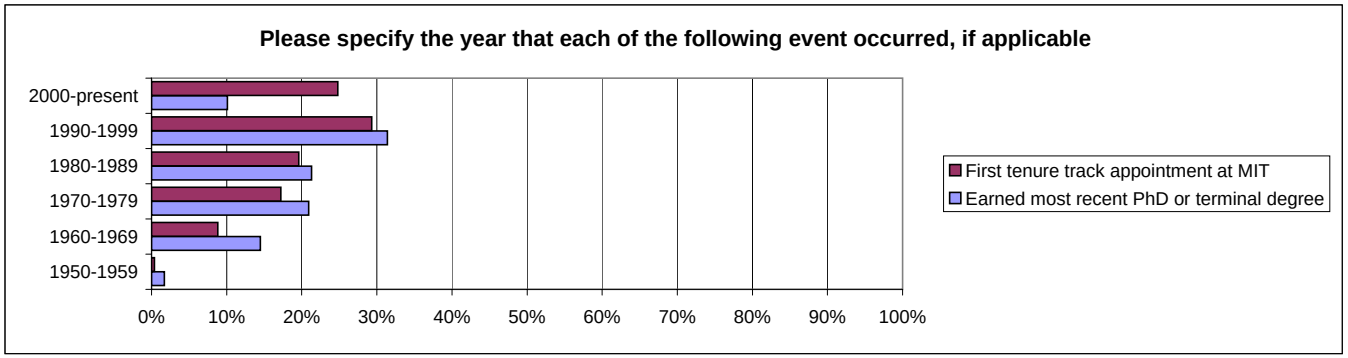
5. If no, would you like to serve in an administrative post?

	Percent	Count
Yes	22.6%	118
No	77.4%	404



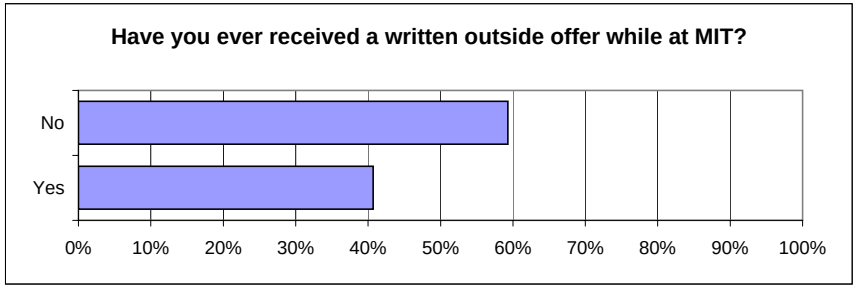
6. Please specify the year that each of the following events occurred, if applicable:

	1950-1959	1960-1969	1970-1979	1980-1989	1990-1999	2000-present	Count
Earned most recent PhD or terminal degree	1.7%	14.5%	20.9%	21.3%	31.4%	10.1%	573
First tenure track appointment at MIT	0.4%	8.8%	17.2%	19.6%	29.3%	24.8%	557



7. Have you ever received a written outside offer while at MIT?

	Percent	Count
Yes	40.7%	234
No	59.3%	341



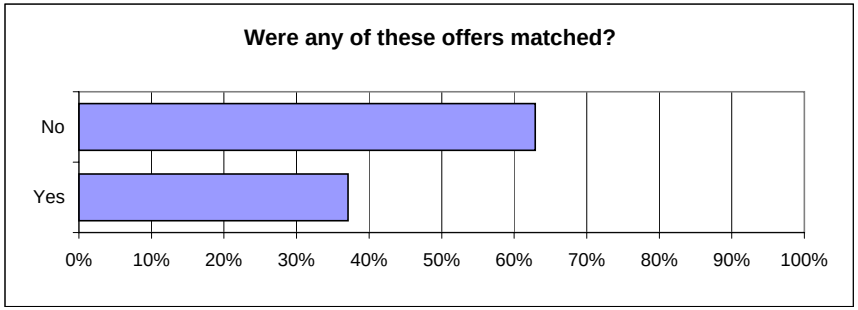
If yes:

	Mean	Count
How many total offers?*	2.5	213
How many offers from the top 10 departments or schools in your field?**	2.0	169

* Range = 1-30
** Range = 1-10

Were any of these offers matched?

	Percent	Count
Yes	37.1%	78
No	62.9%	132



8. We would like to hear what you feel works with MIT's culture and what might be improved. (Open-ended question**)**

9.What do you do to relieve stress? (Open-ended question**)**

10. What keeps you at MIT? (Open-ended question)

11. What could be changed about the culture of MIT that would lower the stress on the faculty? (Open-ended question**)**