



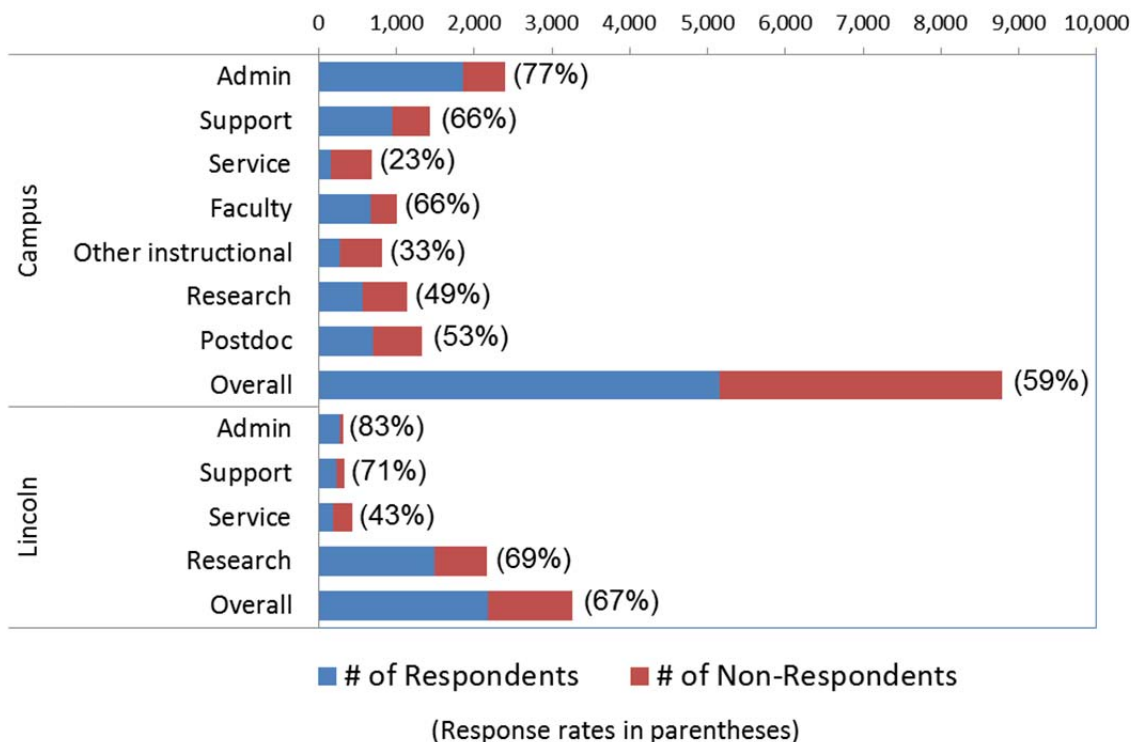
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MIT 2012 Faculty and Staff Quality of Life Survey Highlights

On January 18, 2012 Provost Rafael Reif and Executive Vice President and Treasurer Israel Ruiz invited MIT faculty and staff to participate in a quality of life survey. The web-based survey was sponsored by the Council on Family and Work (<http://hrweb.mit.edu/workfamily/>), Office of the Provost, and Chair of the Faculty. The purpose was to examine the work-life environment for faculty, other instructional staff, researchers, postdoctoral scholars, administrative staff, support staff, and service staff at MIT. A copy of the survey instrument can be found here: <http://web.mit.edu/ir/surveys/staffsurvey.html>. While faculty and other instructional staff were surveyed on similar topics in 2004 and 2008, the last comprehensive quality of life survey, aimed at the entire MIT community, was administered in 2001 by the Council on Family and Work.

The 2012 Survey closed in late February with more than 7,000 responses (61% overall response rate). Figure 1 shows the number of responses, non-responses, and response rates (in parentheses) by employee type, separately for Main Campus and Lincoln Laboratory. Here we present some highlights from the survey results.

Figure 1: Survey population by employee type and location





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Below is a summary of some of the broad-level results, organized by topic area. A report of raw frequencies by employee type at each location (Main Campus and Lincoln Laboratory) can be found here:

<http://web.mit.edu/ir/surveys/staffsurvey.html>.

Satisfaction

- Overall, more than 90% of faculty and staff reported being somewhat or very satisfied being an employee of MIT, with similar findings by employee type and location. See Figures 2a (Main Campus) and 2b (Lincoln Laboratory).

Figure 2a: Satisfaction with being an employee of MIT (Main Campus)

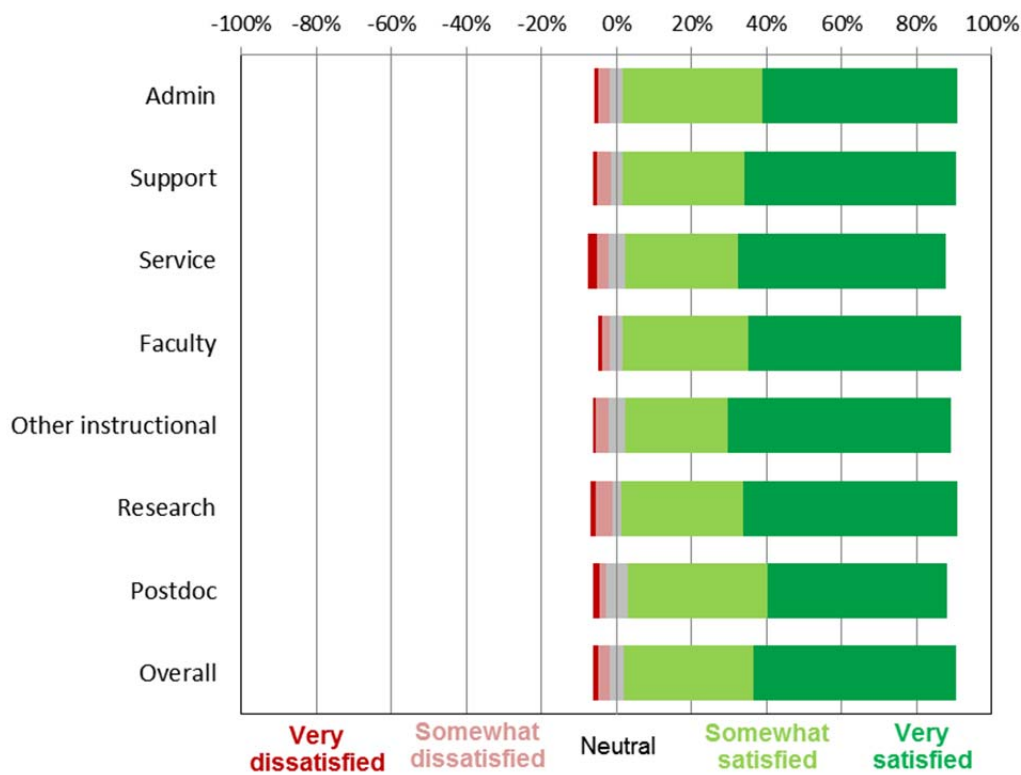
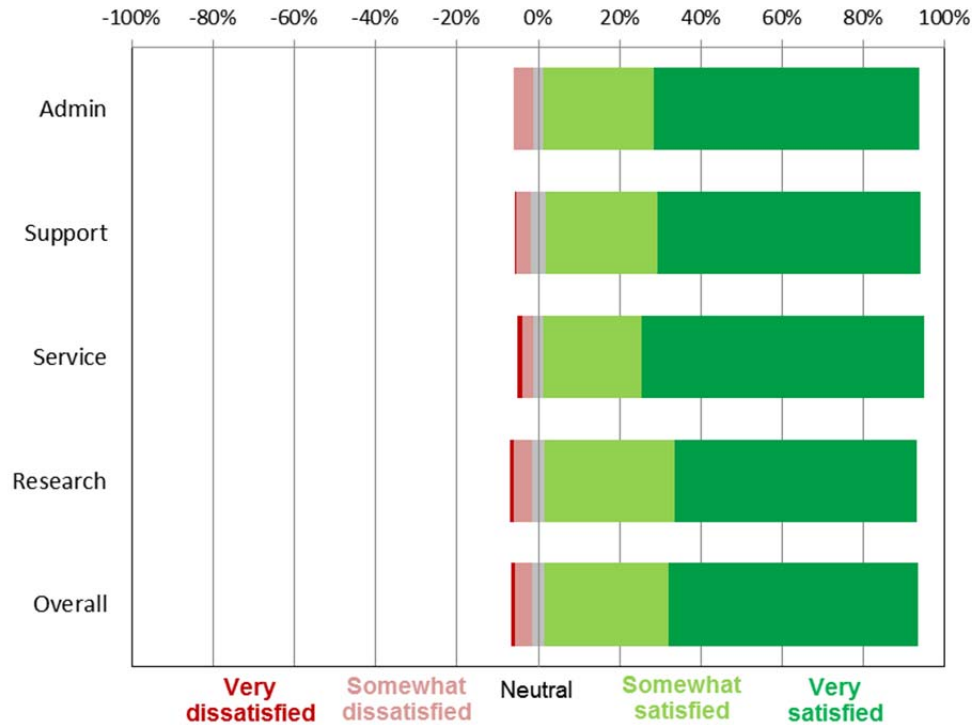




Figure 2b: Satisfaction with being an employee of MIT (Lincoln Laboratory)

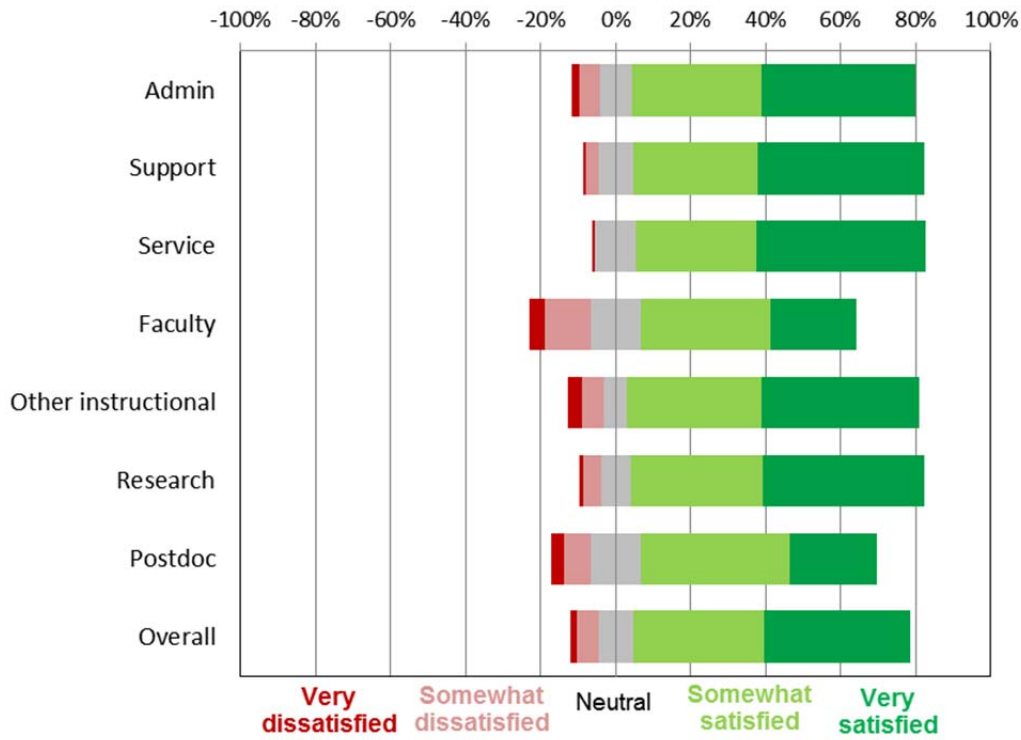


- When asked about their satisfaction with life outside of MIT, most groups rated this item slightly higher than satisfaction with being an employee, except for faculty and postdoctoral scholars, who tended to report lower satisfaction with their life outside MIT.
- 80% or more of administrative, support, service, research, and other instructional staff said they were somewhat or very satisfied with their ability to integrate the needs of their work with their personal/family life. Faculty and postdoctoral scholars tended to report lower levels of satisfaction on this measure (64% and 70%, respectively). See Figure 3.



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Figure 3: Satisfaction with ability to integrate the needs of work with personal/family life (Main Campus and Lincoln Laboratory combined)



- 85% of Main Campus employees and 89% of Lincoln Laboratory employees said that if they could decide all over again they would choose to work at MIT.



Workload

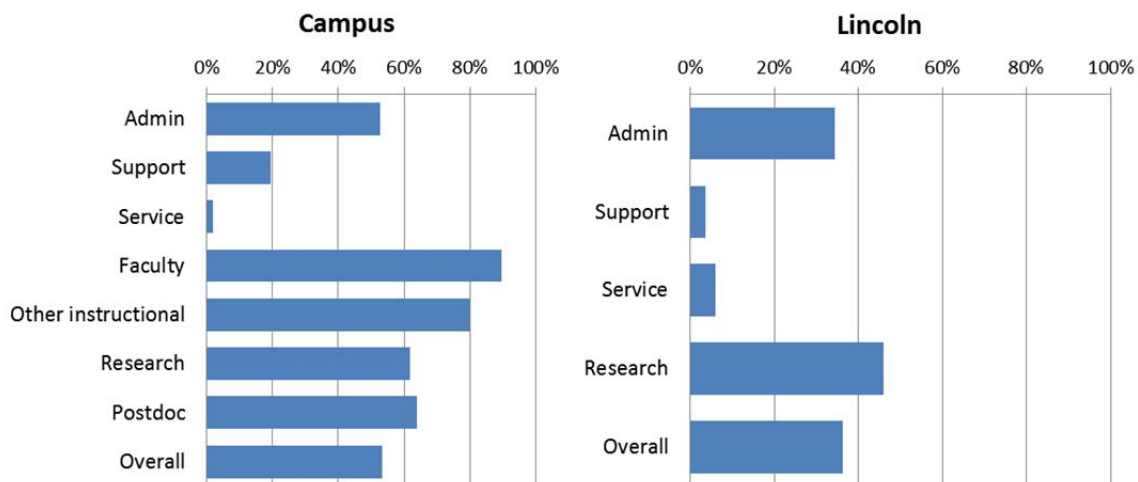
- On average, faculty and postdoctoral scholars reported working more hours per week than other employee types. See Figure 4.

Figure 4: Average number of hours in typical work week (full-time faculty and staff only)

	Campus	Lincoln
Admin	47	47
Support	39	41
Service	42	41
Faculty	63	n/a
Other instructional	50	n/a
Research	48	47
Postdoc	55	n/a
Overall	49	46

- The percentage of faculty and staff who performed some work from their home varied by employee type. See Figure 5.

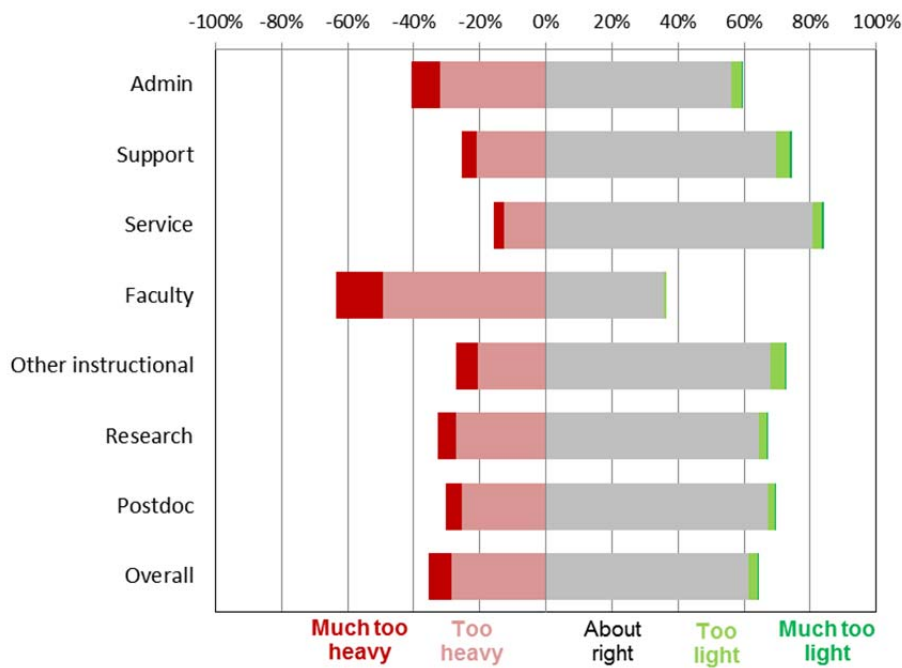
Figure 5: Percentage working from home during a typical work week





- On average, more than a third of respondents said their workload was too heavy or much too heavy. Fewer than 5% said too light or much too light. With the exception of faculty, more than half of employees rated their workload about right. See Figure 6.

Figure 6: Reasonableness of workload (Main Campus and Lincoln Laboratory combined)

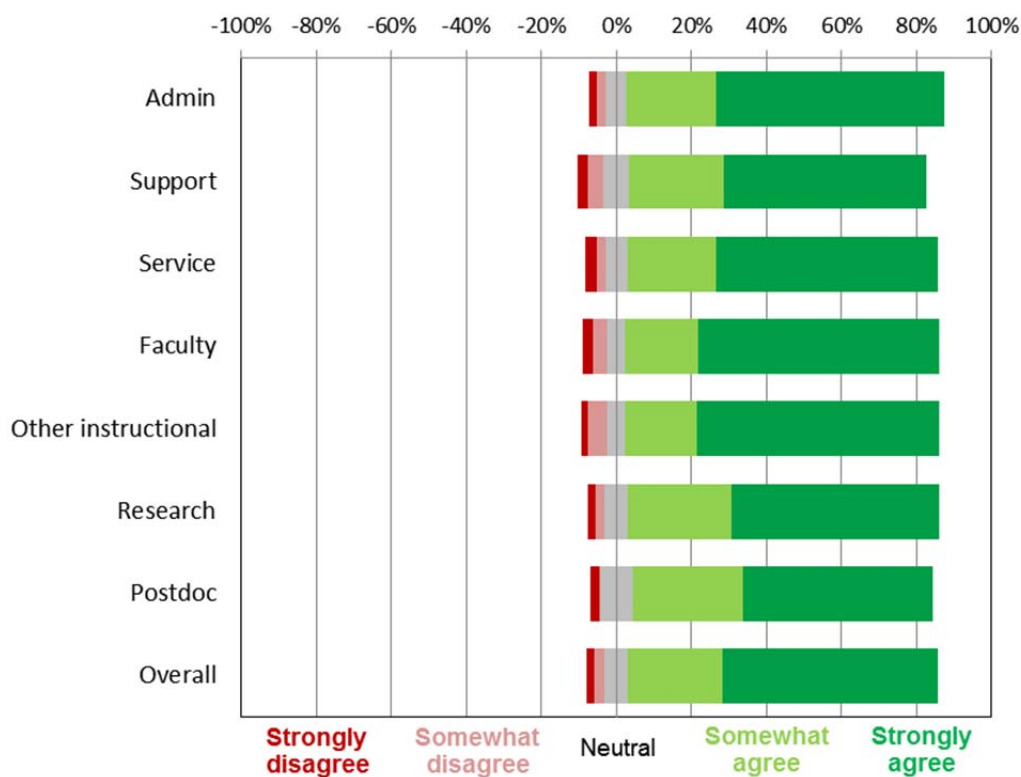




Climate

- The survey had a number of questions about department/unit climate. Among them was one that asked faculty and staff to rate their level of agreement or disagreement with: My department/unit is a good fit for me. 83-87% (depending on employee type) said they somewhat or strongly agreed with this statement. See Figure 7.

Figure 7: My department/unit is a good fit for me (Main Campus and Lincoln Laboratory combined)

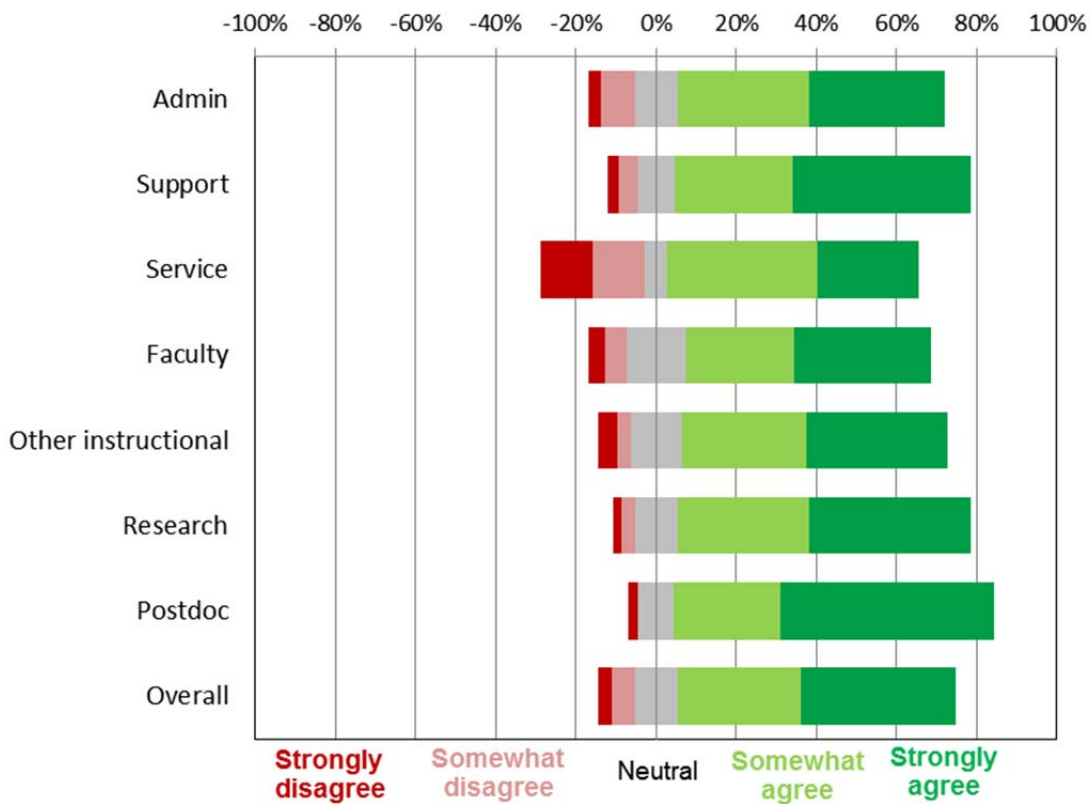


- The vast majority of respondents also expressed confidence in their work abilities; 90% or more of faculty and staff, regardless of type and location, somewhat or strongly agreed with “I am confident in my ability to do my job well.”
- Support and service staff were more likely than other groups to say they understood their job expectations. Asked to rate the statement “I know what is expected of me in my position,” 91% of support and service staff agreed, compared to 82% of other instructional staff, 83% of research staff, 85% of postdoctoral scholars, and 86% of administrative staff. Faculty were not asked this question.



- Faculty and staff were also asked if they had the resources (equipment, training, budget, etc.) they needed to do their job well. At Lincoln Laboratory, the responses to this question looked roughly the same by employee type; 80-84% at Lincoln said they somewhat or strongly agreed. There was more variation among Main Campus employees, ranging from 66% agreement (service staff) to 84% agreement (postdoctoral scholars). See Figure 8.

Figure 8: I have the resources I need to do my job well (Main Campus)

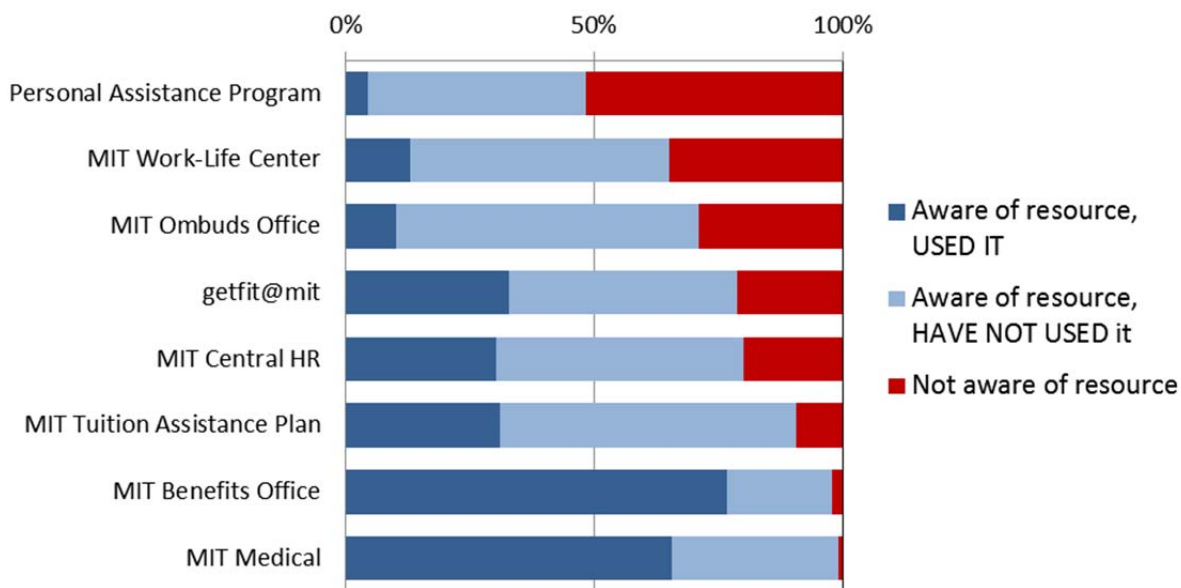




Awareness of Resources

- On the survey, everyone was asked if they used or participated in various central resources. More than half of respondents said they were not aware of MIT’s Personal Assistance Program (http://medweb.mit.edu/directory/services/personal_assistance.html). See Figure 9.

Figure 9: Awareness and usage of MIT resources (Main Campus and Lincoln Laboratory combined, sorted in descending order by % Not aware)



Mentoring

- The survey asked several questions on mentoring, including one about whether or not faculty and staff felt as though they had received adequate mentoring while they were at MIT. More than half of Main Campus service staff and Lincoln Laboratory service and support staff chose “Not applicable” for this question – compared to 13% of faculty. Faculty were more likely than other groups to say they had received adequate mentoring. See Figures 10a (Main Campus) and 10b (Lincoln Laboratory).



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Figure 10a: Received adequate mentoring (Main Campus)

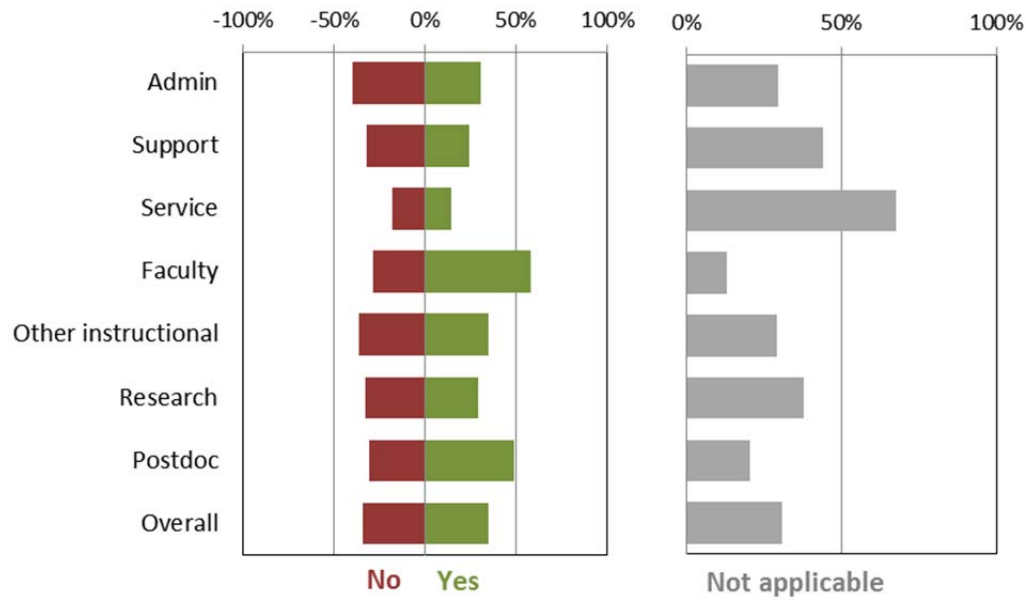
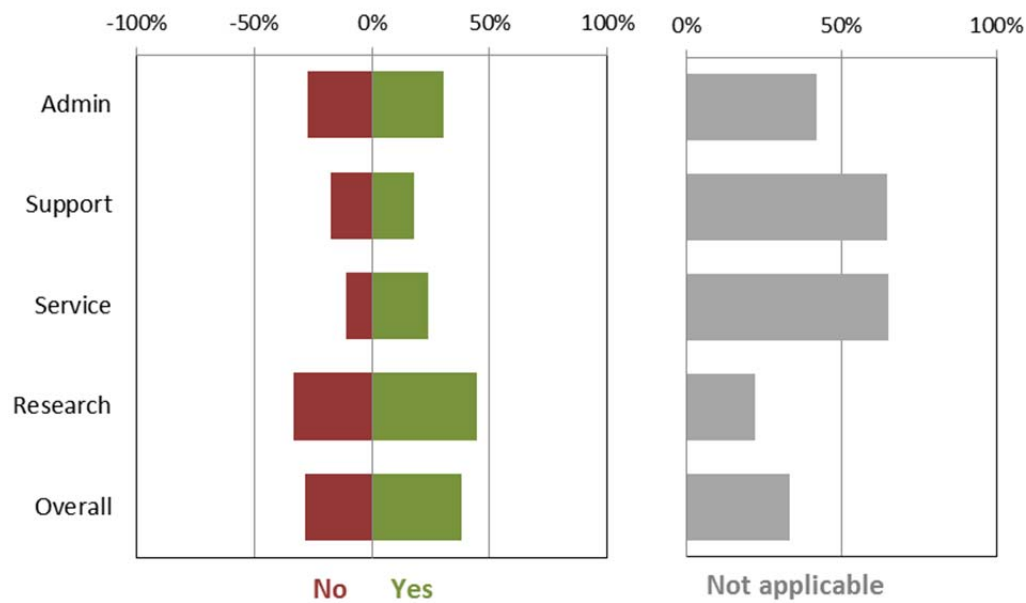


Figure 10b: Received adequate mentoring (Lincoln Laboratory)





Health and Wellness

- Faculty and staff were asked how often they felt overwhelmed by all they had to do during the past year. Lincoln Laboratory employees tended to report feeling overwhelmed less often than Main Campus employees. Differences by employee type looked similar regardless of location. For example, service staff were the least likely to report feeling overwhelmed at both locations. Faculty reported the highest level of feeling overwhelmed. See Figures 11a (Main Campus) and 11b (Lincoln Laboratory).

Figure 11a: Felt overwhelmed during last year (Main Campus)

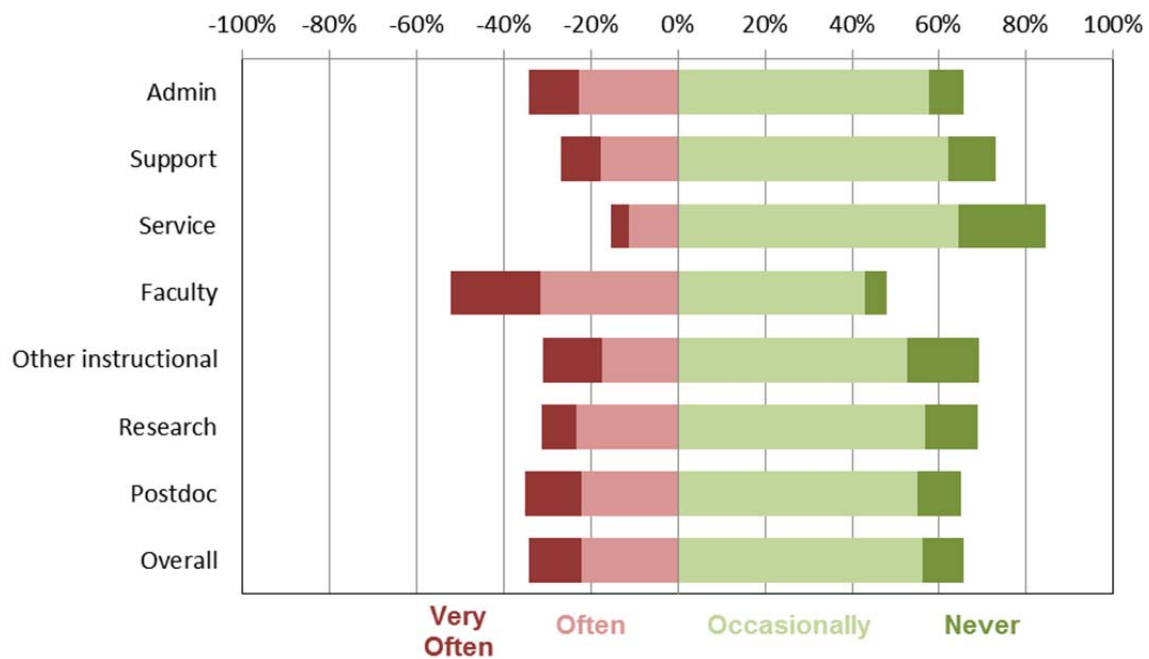
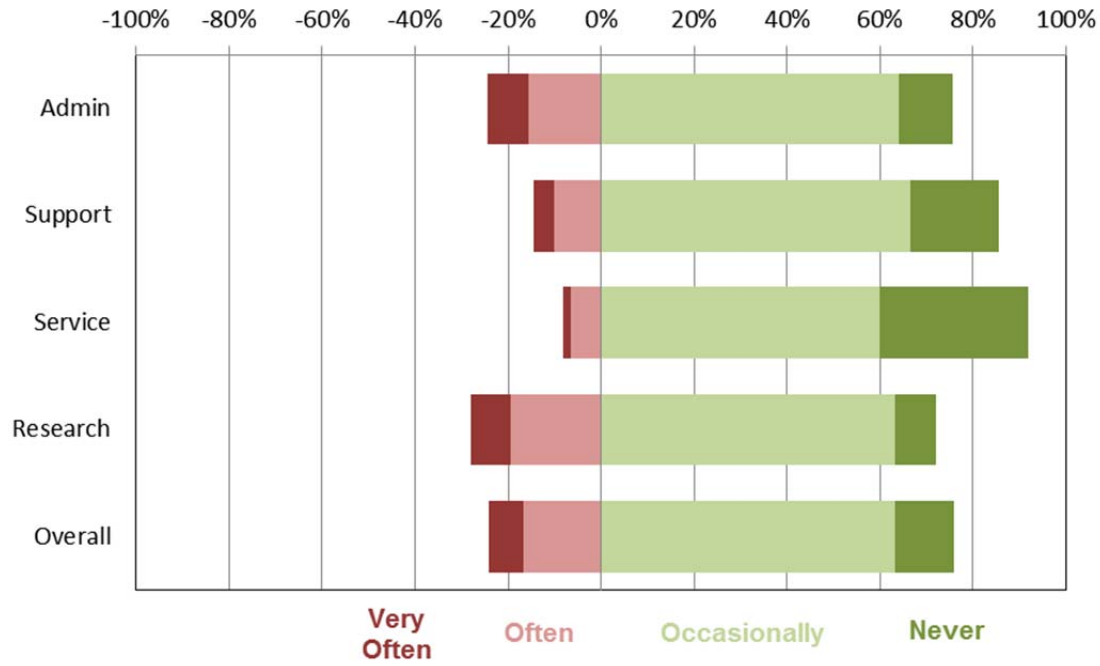




Figure 11b: Felt overwhelmed during last year (Lincoln Laboratory)



- When faculty and staff were asked how many of the last seven days they got enough sleep so that they felt rested when they woke up in the morning, the average response was fewer than four days. See Figure 12.

Figure 12: Average number of restful nights of sleep in last week

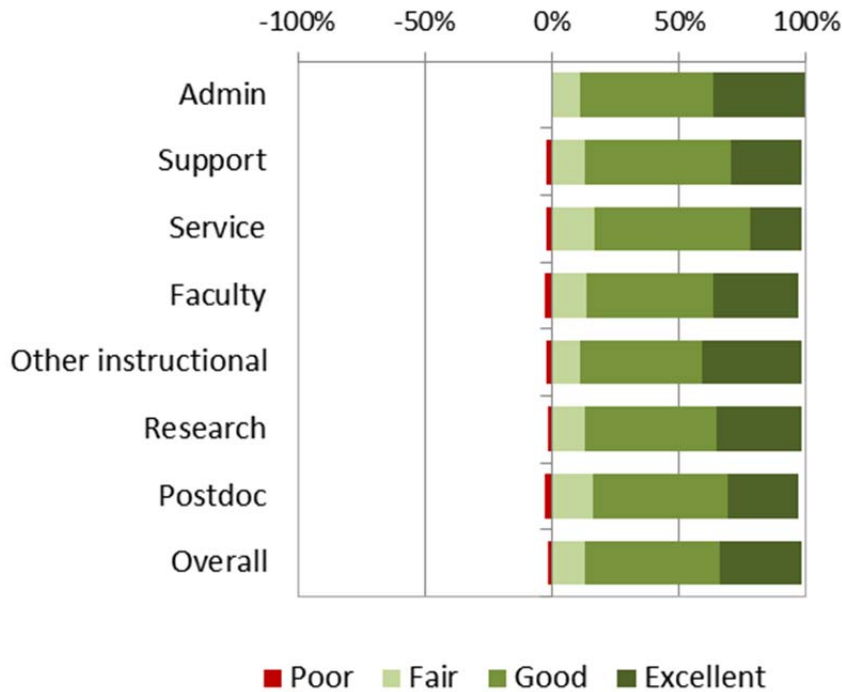
	Campus	Lincoln
Admin	3.5	3.6
Support	3.7	3.8
Service	3.5	4.2
Faculty	3.3	n/a
Other instructional	4.1	n/a
Research	3.8	3.6
Postdoc	3.7	n/a
Overall	3.6	3.7



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- By and large members of the MIT community reported being in good health, compared to other people their own age. For each employee type, 80% or more described their overall physical health as good or excellent. See Figure 13.

Figure 13: Overall physical health (Main Campus and Lincoln Laboratory combined)



The data from the comprehensive survey will be the basis for the next phase of work for the Council on Work and Family, which is to write a formal report and formulate recommendations that can improve the well-being of our community, helping to ensure MIT is a place where we have fulfilling and productive professional and personal lives.



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If you have any comments or suggestions, please tell us by email. Our address is family-work@mit.edu. We thank you for your participation and look forward to reporting our recommendations to the community in the Fall.

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