2024 MIT Quality of Life Survey

About the Survey

- The survey is sponsored by the *Council on Family and Work*, an Institute Committee appointed by the President, whose role is to advise the administration on family and work-related issues.
- Every two years, MIT administers an Institute-wide Quality of Life Survey to better understand the lives of staff, faculty, postdoctoral scholars, and students.

About the Survey (cont'd)

- This year's survey launched February 15, 2024, and closed March 19.
- For many metrics, we have a time trend.
  - *Faculty/Staff*: 2012; 2016; 2020; 2022; 2024
  - *Students*: 2013; 2017; 2020; 2022; 2024
- Timing of survey an important consideration.

Response Rates

2024 overall response rate, including students: **43%**

- Main campus employees: **50%**
- Main campus by role:

Admin 67%
Faculty 48%
Graduate 32%
Instructional 29%
Postdoc 36%
Research 41%
Service 22%
Support 62%
Undergraduate 38%

Survey Topics

The Quality of Life Survey provides information that can inform decision-making around important issues such as:

- Satisfaction
- Workload/Work Arrangements
- Stress/Health/Wellness
- Climate/Atmosphere
- Current Issues on Campus

Confidentiality

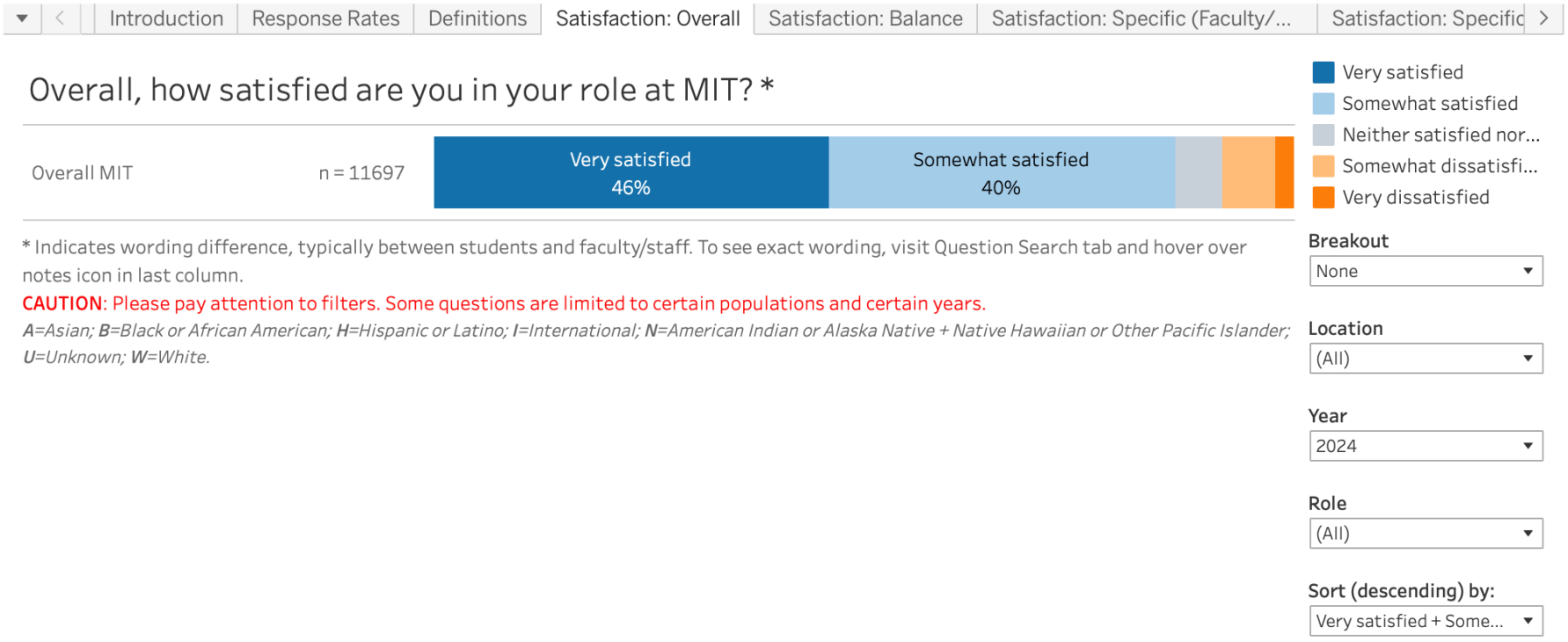
- The survey is confidential, and responses must be shared in a way that does not identify individual respondents.

Sharing Survey Results

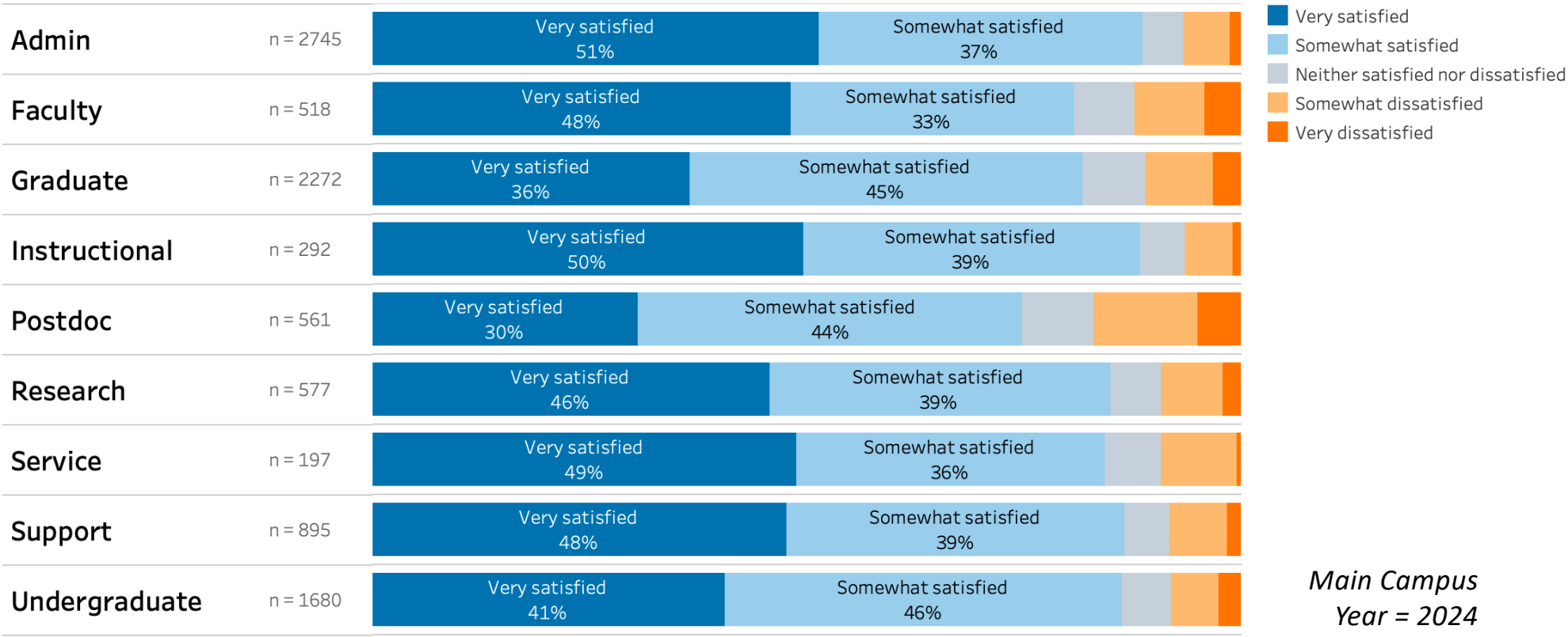
We share results from Quality of Life surveys in various ways:

1. Tableau report showing results for select areas and units (based on permissions) by location, year, role, gender, and race/ethnicity.
   - Public version does not allow for area/unit breakouts.
2. Tableau report showing unit results relative to other units at MIT (masked) using boxplots.
   - Focuses on a smaller set of single survey questions and survey scales.
3. Ad-hoc reports.

Public Tableau Report
https://ir.mit.edu/qol

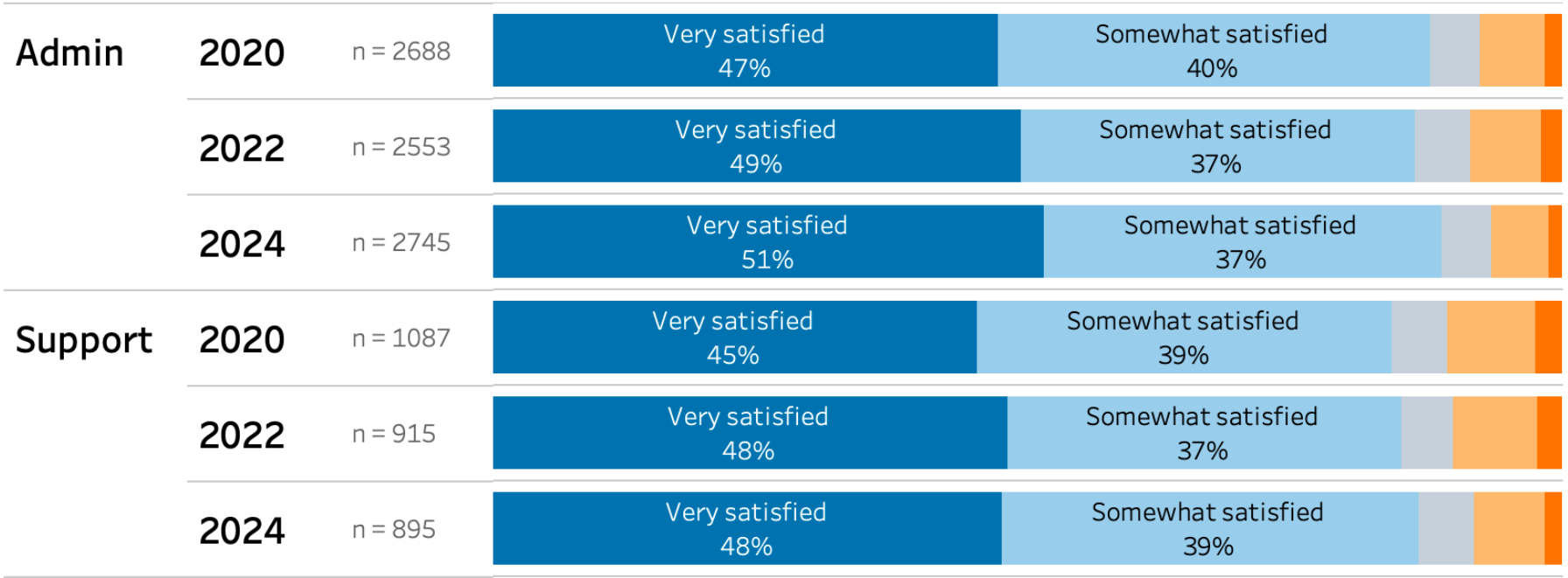


Overall, how satisfied are you in your role at MIT?



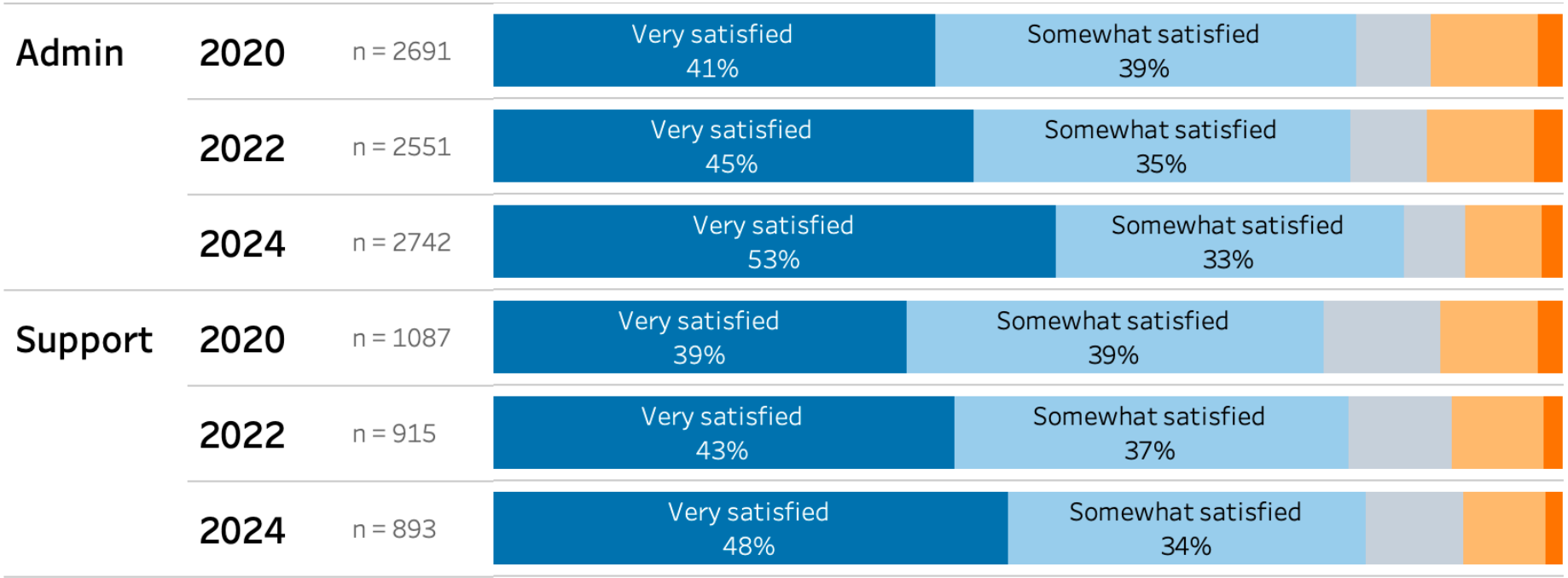
Main Campus
Year = 2024

Overall, how satisfied are you in your role at MIT?



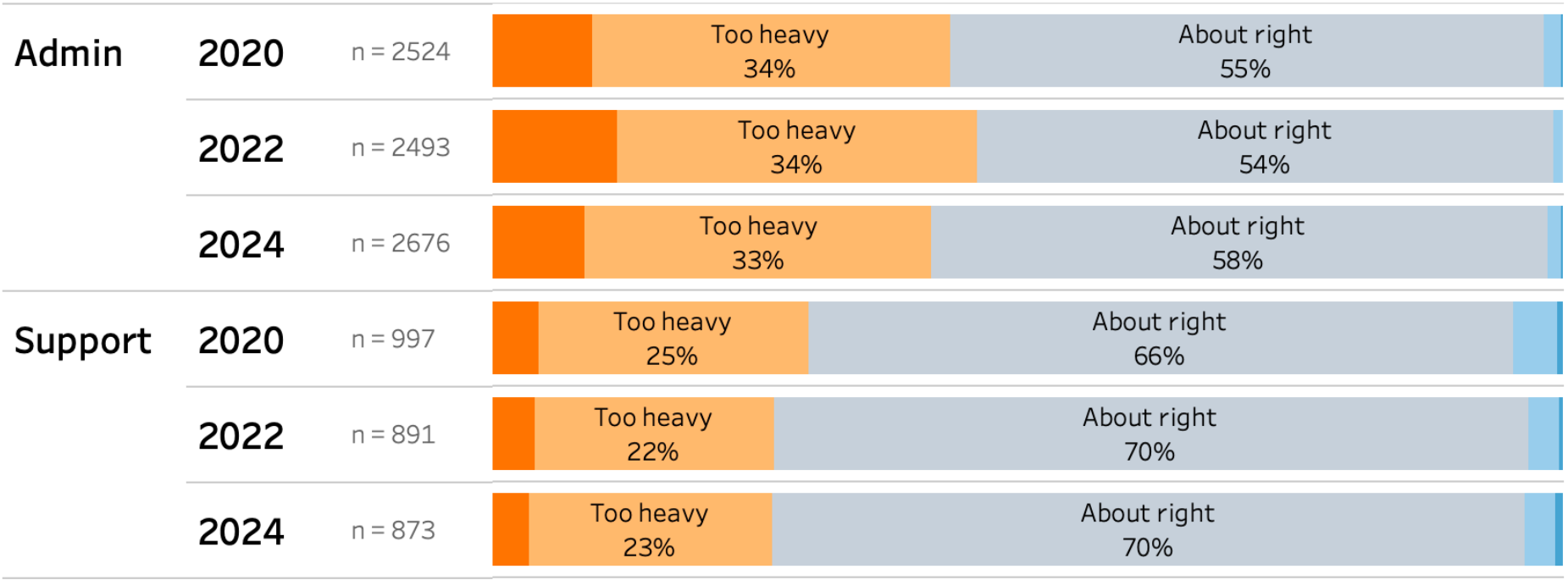
Main Campus

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.



Main Campus

Overall, how would you rate your workload?



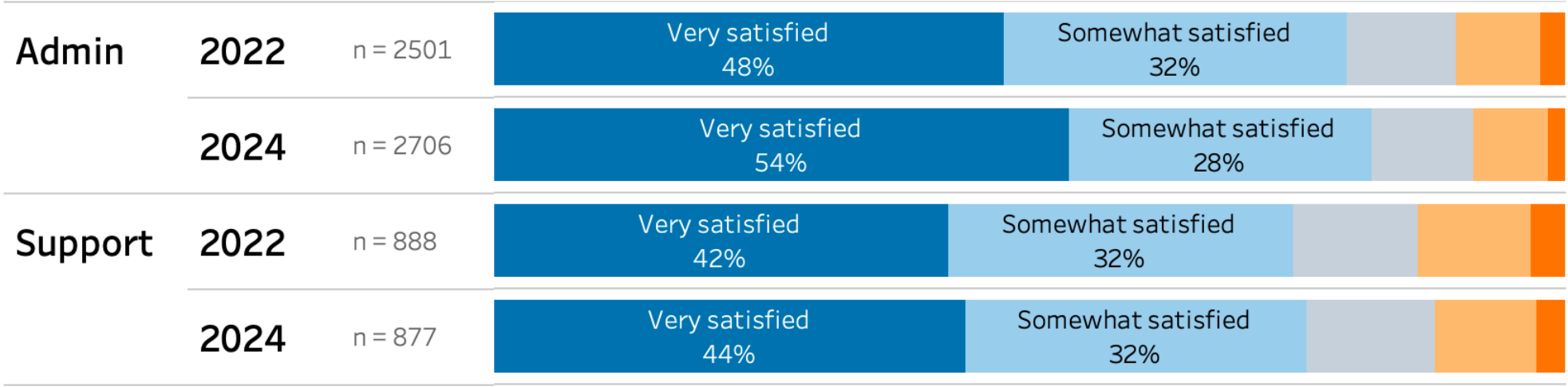
Main Campus

Thinking about your current work schedule, how many days per week, on average, do you work on campus or on site all or part of the day?

			Avg	Min	25th %ile	Median	75th %ile	Max
Admin	2022	n = 2477	2.0	0	1	2	3	5
	2024	n = 2686	2.3	0	1	2	3	5
Support	2022	n = 889	2.8	0	2	3	4	5
	2024	n = 873	3.1	0	2	3	5	5

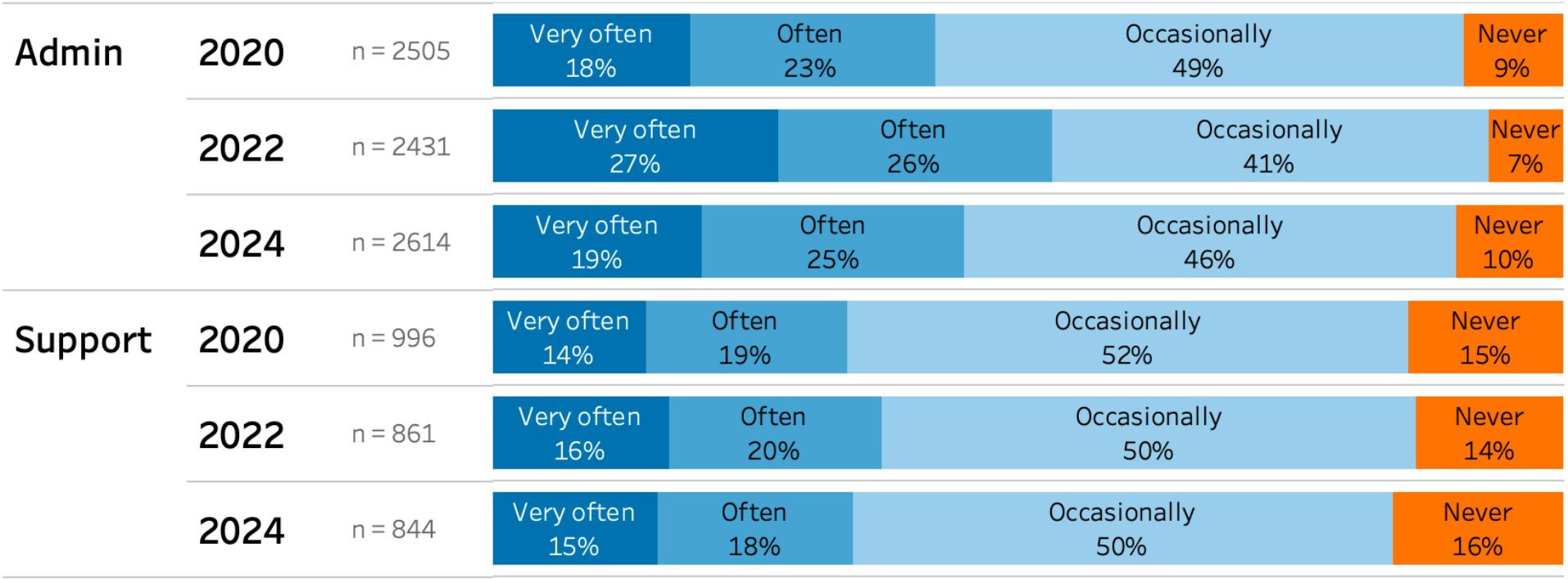
Main Campus

How satisfied are you with your current work schedule?



Main Campus

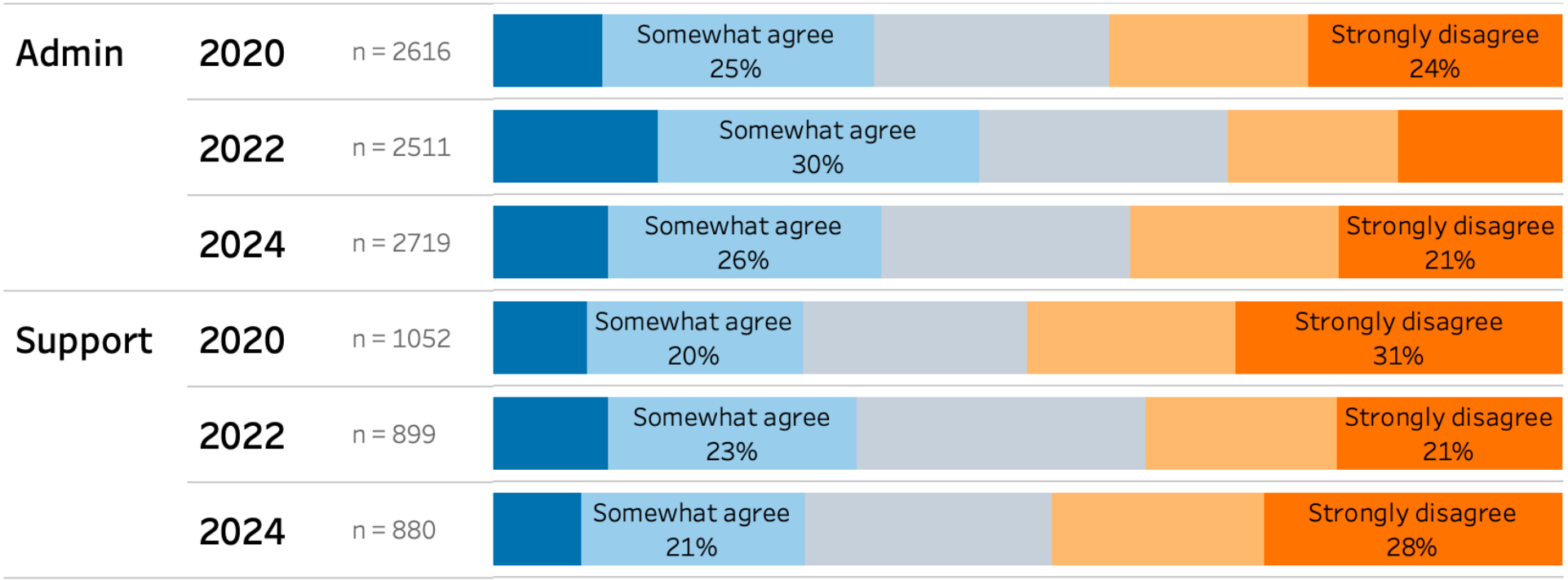
During the past year, how often have you felt overwhelmed by all you had to do?



Main Campus

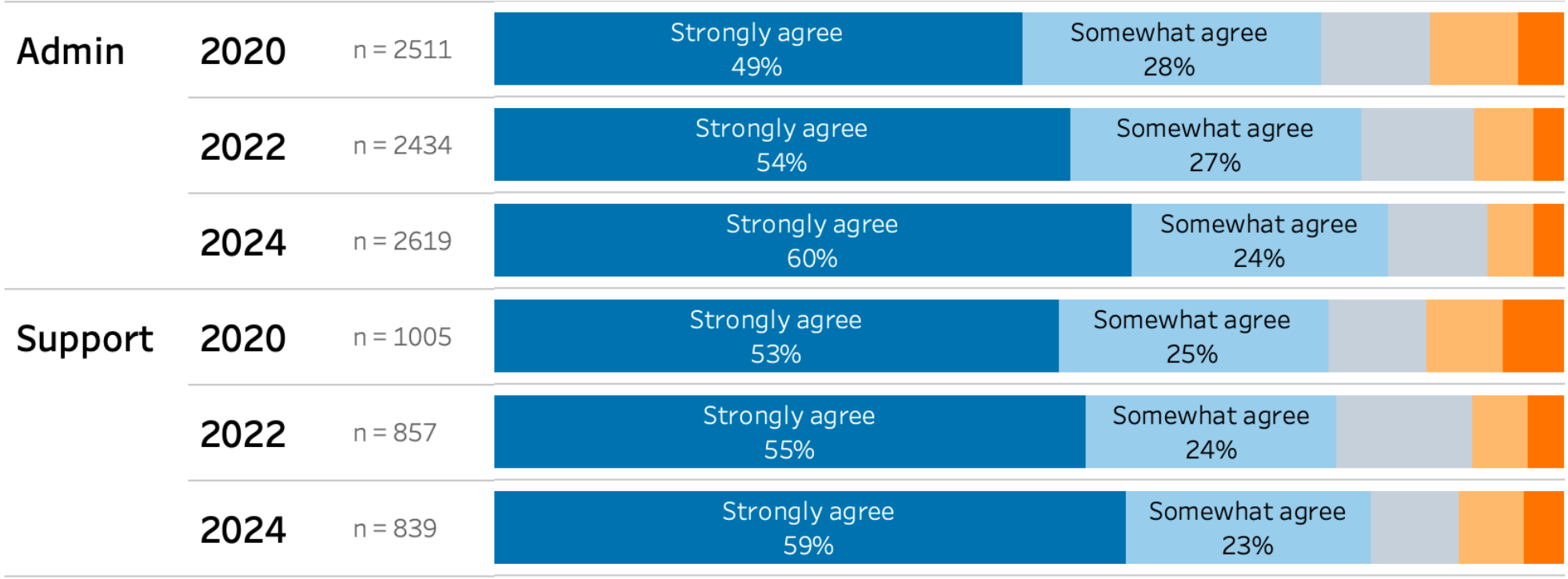
Very often
Often
Occasionally
Never

I feel burned out by my work.



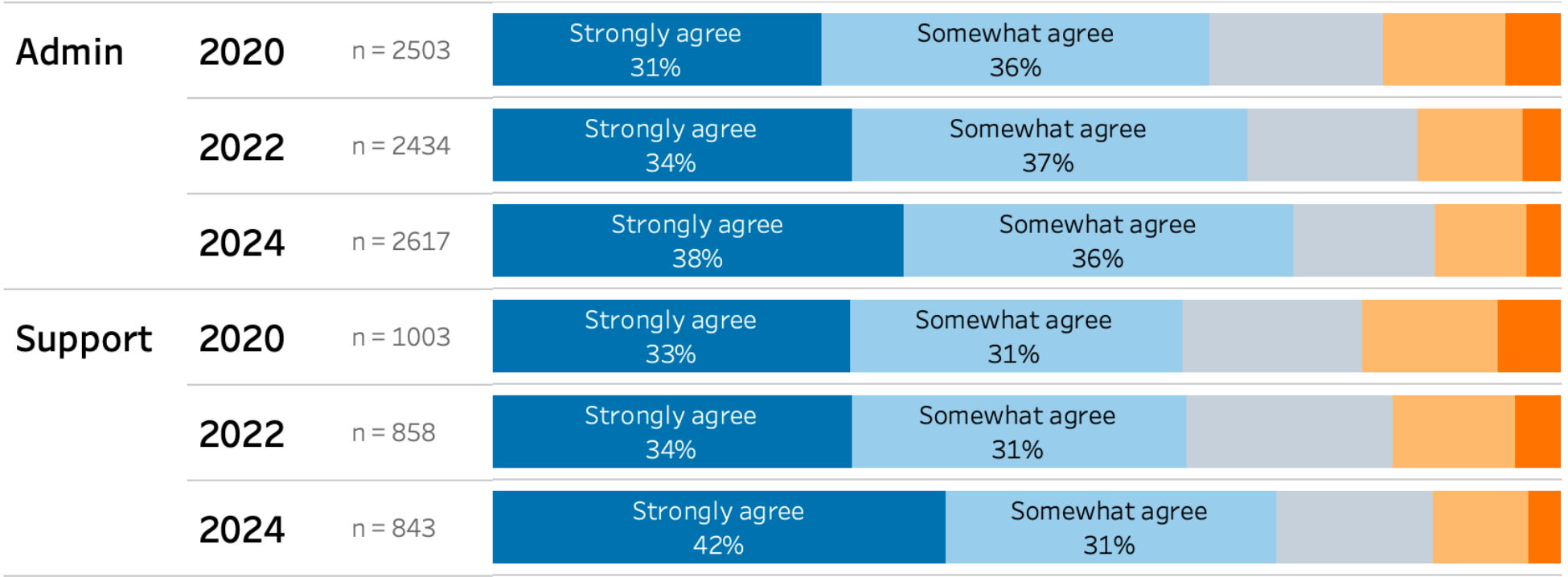
Main Campus

My supervisor creates a collegial and supportive environment.



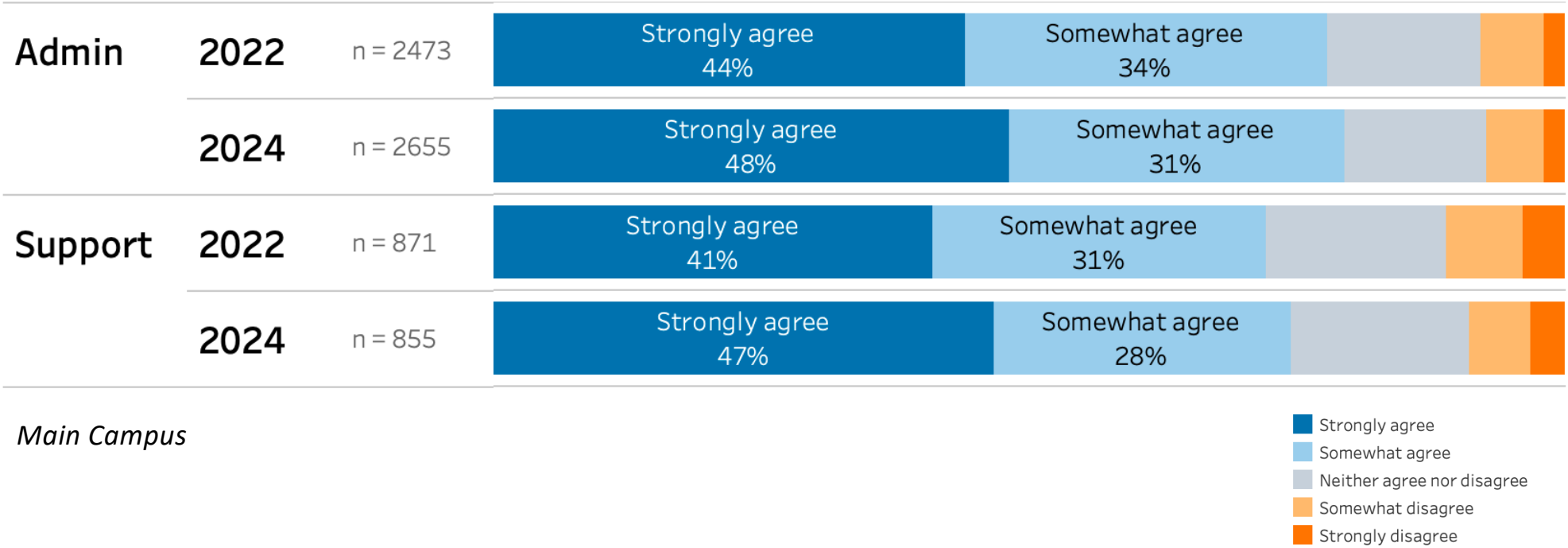
Main Campus

My unit's procedures are fair and equitable.



Main Campus

I feel that I belong at MIT.



Main Campus

Open-Ended Questions

- You indicated you have experienced a high level of stress. Please briefly tell us the source of this stress. (708 respondents)
- What one thing could MIT reasonably do to improve your quality of life at MIT? (2,217 respondents)
- Please use a few words to describe the most positive aspects of MIT. (2,271 respondents)

You indicated you have experienced a high level of stress. Please briefly tell us the source of this stress.

- Workload
- Leadership
- Family/Personal Issues
- Compensation
- Staffing
- Work- Life Balance
- Commute

What one thing could MIT reasonably do to improve your quality of life at MIT?

- Compensation
- Hybrid/Remote Work
- Commute
- Career Path/Promotion
- Benefits
- Cost of Living
- None/Nothing/NA
- Staffing
- Leadership
- Workload

Please use a few words to describe the most positive aspects of MIT.

- Colleagues
- Flexibility
- Support
- Leadership
- Collaboration
- Hybrid/Remote Work
- Friendly/Kind
- Atmosphere/Climate/ Environment
- Community
- Values/Mission

Questions