2023 MIT "How's It Working?" Survey

Thank you for taking part in this survey to help MIT understand our community's needs and preferences around work arrangements and flexibility.

This survey is voluntary. You may answer as many or as few questions as you wish. Your responses are confidential, and the results of any analysis using your responses will be presented in a way that protects your privacy. For the purpose of aggregate analysis, like calculating response rates, we will add some data to the survey responses, such as organizational unit.

This survey should take 5-10 minutes to complete.

Definition of terms used in the survey:

On campus or on site: Working from an MIT building or space in Cambridge (e.g., Main Campus) or other location (e.g., Haystack Observatory, Bates).

Remote: Working from any location that is not on site for you (e.g., working from home).

Hybrid: Working some days remote and some days on campus or on site.

Unit: Your primary Department, Laboratory, Center, or Office.

Supervisor: A direct supervisor or someone who acts as a team or unit lead (e.g., department head or lab director).

How important is it to you to be able to choose:

	Essential (5)	(4)	(3)	(2)	Not important at all (1)
When you begin and end each work day	○	○	○	○	○
When you can take off time during the work day (e.g., for a medical appointment or personal/family obligation)	○	○	○	○	○
When you can take vacation time or days off	○	○	○	○	○
How many days per week you can work remotely	○	○	○	○	○
Which days of the week you can work remotely	○	○	○	○	○

How much choice do you have over:

	A lot of choice (5)	(4)	(3)	(2)	No choice (1)
When you begin and end each work day	○	○	○	○	○
When you can take off time during the work day (e.g., for a medical appointment or personal/family obligation)	○	○	○	○	○
When you can take vacation time or days off	○	○	○	○	○
How many days per week you can work remotely	○	○	○	○	○
Which days of the week you can work remotely	○	○	○	○	○

Do you work full time or part time for MIT?

○ Full time

○ Part time

Generally, how would you characterize your work location?

○ Fully on campus or on site

○ Fully remote

○ Hybrid

Generally, how many days per week, on average, do you work **on campus or on site** all or part of the day?

○ 0

○ 1

○ 2

○ 3

○ 4

○ 5+

How satisfied are you with your work schedule?

○ Very satisfied

○ Somewhat satisfied

○ Neither satisfied nor dissatisfied

○ Somewhat dissatisfied

○ Very dissatisfied

What do you like most about your work schedule?
Please do not include identifying information that you would not want to be shared. Your response to this open-ended question may be shared verbatim.

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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

- -

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

○ Very unlikely

○ Somewhat unlikely

○ Neither unlikely nor likely

○ Somewhat likely

○ Very likely

Do you directly supervise others?

○ 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

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

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Not applicable
I can effectively manage my direct reports who are working in a remote or hybrid environment.	○	○	○	○	○	○
I am supported by leadership in approving or denying the remote or hybrid requests of my direct reports.	○	○	○	○	○	○
I understand how to evaluate and measure the productivity of my direct reports who are working in a remote or hybrid environment.	○	○	○	○	○	○

The productivity of my direct reports is...

○ Generally higher when they work remotely

○ About the same

○ Generally higher when they work on campus or on site

○ Not applicable

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

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My supervisor is open to flexible work arrangements.	○	○	○	○	○
I feel comfortable raising concerns I have regarding the way flexible work is managed.	○	○	○	○	○
I feel trusted to do my job in a remote or hybrid work environment.	○	○	○	○	○
My unit's procedures regarding flexible work are fair and equitable.	○	○	○	○	○
My primary duties cannot be done remotely.	○	○	○	○	○

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 satisfied nor dissatisfied

○ Somewhat dissatisfied

○ Very dissatisfied

- -

Overall, how would you rate your workload?

○ Much too light

○ Too light

○ About right

○ Too heavy

○ Much too heavy

Please rate the following aspects of your work as they relate to where you work.

	Much easier remotely	Somewhat easier remotely	About the same	Somewhat easier on campus or on site	Much easier on campus or on site
Managing distractions	○	○	○	○	○
Collaborating with colleagues in your unit	○	○	○	○	○
Collaborating with colleagues outside of your unit	○	○	○	○	○
Having informal conversations with colleagues	○	○	○	○	○
Participating in video and/or audio conferencing (e.g., Zoom)	○	○	○	○	○
Maintaining work-life balance	○	○	○	○	○

Feeling motivated by your work	○	○	○	○	○
Feeling connected to the MIT community	○	○	○	○	○
Getting the resources you need to do your job well (e.g., admin support, IT support)	○	○	○	○	○
Disconnecting from work	○	○	○	○	○
Learning new skills	○	○	○	○	○
Optimizing your productivity	○	○	○	○	○
Being informed about matters that affect your work	○	○	○	○	○
An important aspect of your work not listed above	○	○	○	○	○

Thinking about when you work <u>on campus or on site</u>, to what extent are the following factors obstacles to your work?

	A major obstacle	A moderate obstacle	A minor obstacle	Not an obstacle or not applicable
Limited opportunities to interact with colleagues working remotely	○	○	○	○
Lack of in-person support from my supervisor	○	○	○	○
Spending too much time in virtual meetings (e.g., Zoom)	○	○	○	○
Lack of privacy in my work space	○	○	○	○

Lack of proper work space/equipment	○	○	○	○
Connectivity issues (e.g., unreliable internet)	○	○	○	○
Commuting to work	○	○	○	○
Caring for children or someone who is ill, disabled, aging, and/or in need of special services	○	○	○	○
Another obstacle (please specify)	○	○	○	○

Thinking about when you work <u>remotely</u>, to what extent are the following factors obstacles to your work?

	A major obstacle	A moderate obstacle	A minor obstacle	Not an obstacle or not applicable
Limited opportunities to interact with colleagues	○	○	○	○
Lack of support from my supervisor	○	○	○	○
Spending too much time in virtual meetings (e.g., Zoom)	○	○	○	○
Lack of privacy in my work space	○	○	○	○
Lack of proper work space/equipment	○	○	○	○
Connectivity issues (e.g., unreliable internet)	○	○	○	○
Caring for children or someone who is ill, disabled, aging, and/or in need of special services	○	○	○	○
Another obstacle (please specify)	○	○	○	○

Please share any other thoughts or insights you have about remote, hybrid, or flexible work practices at MIT.
Please do not include identifying information that you would not want to be shared. Your response to this open-ended question may be shared verbatim.

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This is the end of the survey. Select **Submit Survey** to complete your response.