Welcome!

Thank you for taking part in this survey to examine the quality of the work-life environment. We would like your candid opinions about the environment at [MIT or MIT Lincoln Laboratory] and factors that affect your ability to have a fulfilling and productive work and personal life.

To thank you for your time, we will be awarding 1,000 total prizes, each valued at $25, to randomly-drawn participants. At the end of the survey, you will be asked which prize you prefer: TechCASH or a donation in your honor to local nonprofit organizations via the MIT Community Service Fund (CSF).

This survey is voluntary. You may answer as few or as many questions as you wish. Please be assured that the data are confidential, and the results of any research or analysis using the data will be presented in a way that protects the privacy of respondents.

For the purpose of aggregate analysis, like calculating response rates or creating reports by subgroup, we will add some data to your survey response, such as your organizational unit.

If you have any questions about this survey, please contact mit-qol@mit.edu.

The survey takes about 10 minutes to complete.
Overall, how satisfied are you being [a faculty member or a postdoctoral scholar or an employee] at [MIT or MIT Lincoln Laboratory]?

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

Please indicate the degree to which you are satisfied with your:

<table>
<thead>
<tr>
<th></th>
<th>Very satisfied</th>
<th>Somewhat satisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Very dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits package</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Workload & Schedule

The term "unit" is used throughout the survey. Unit refers to your primary organizational unit (e.g., Department, Lab, Center, Division, Office).

Display This Question:
If LOCATION = MC
And If
ROLE = INSTRUCTOR
Or ROLE = ADMIN
Or ROLE = SUPPORT
Or ROLE = SERVICE
Or ROLE = RESEARCH

What is your primary organizational unit (e.g., Department, Lab, Center, Division, Office)?

________________________________________________________________

Display This Question:
If LOCATION = MC
And ROLE = POSTDOC

With which MIT academic discipline do you most identify?

________________________________________________________________

Display This Question:
If ROLE = FACULTY

What is your primary unit (e.g., Department, Lab, or Center)? If you have an appointment in more than one unit, please indicate where your primary appointment is held.

________________________________________________________________

Display This Question:
If LOCATION = LL

What is your primary unit (e.g., Division/Department/Group)?

________________________________________________________________
Overall, how would you rate your workload?

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

**Display This Question:**

*If ROLE Not Equal to FACULTY*

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have enough time to get my work done well.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am given a lot of freedom to decide how to do my own work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am expected to be accessible (through email, phone, pager, etc.) outside of normal work hours.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>When I am sick, I feel obligated to come into work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel burned out by my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
**Display This Question:**
*If ROLE Not Equal to FACULTY*

How much choice do you have over each of these aspects of your work?

<table>
<thead>
<tr>
<th></th>
<th>Very much</th>
<th>Much</th>
<th>A moderate amount</th>
<th>Little</th>
<th>Very little</th>
</tr>
</thead>
<tbody>
<tr>
<td>When you begin and end each work day</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When you can take off a few hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When you can take vacations or days off</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Thinking about your current work schedule, how many days per week, on average, do you do the following?

<table>
<thead>
<tr>
<th></th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work on-campus or on-site all or part of the day</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work remotely all or part of the day</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

In a typical work week, what percentage of your time do you work on-campus or on-site?

- [ ] 0%
- [ ] 1-20%
- [ ] 21-40%
- [ ] 41-60%
- [ ] 61-80%
- [ ] 81-100%
Anything else you would like to share about your work schedule.

_____________________________________________________________________________________

How satisfied are you with your current work schedule?

☐ Very satisfied

☐ Somewhat satisfied

☐ Neither satisfied nor dissatisfied

☐ Somewhat dissatisfied

☐ Very dissatisfied

How many hours is your typical work week?

_____________________________________________________________________________________

Page 6 of 26
Display This Question:

If LOCATION = MC
And If

ROLE = FACULTY

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%).

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

Advising students: _______

Scholarship, conducting research (including time you spend with students on research), creating or performing artistic work (including writing, attending professional meetings, etc.): _______

Writing and administering grants: _______

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: _______

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
### MIT Climate

Based on your experience and observation, rate the general climate at [MIT or MIT Lincoln Laboratory] along the dimensions below.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Friendly</td>
</tr>
<tr>
<td>Impersonal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Caring</td>
</tr>
<tr>
<td>Intolerant of diversity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Embracing of diversity</td>
</tr>
<tr>
<td>Dangerous</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Safe</td>
</tr>
<tr>
<td>Non-collaborative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Collaborative</td>
</tr>
<tr>
<td>Competitive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-competitive</td>
</tr>
<tr>
<td>Stressful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Calm</td>
</tr>
<tr>
<td>Harmful to mental health</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Beneficial to mental health</td>
</tr>
<tr>
<td>Unfair</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Fair</td>
</tr>
</tbody>
</table>
Please indicate your level of agreement or disagreement with the following statements:

*Unit refers to your primary organizational unit (e.g., Department, Lab, Center, Division, Office).*

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I can effectively manage my team in a remote or hybrid environment.</td>
<td></td>
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<tr>
<td><strong>SUPERVISORS ONLY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am supported by senior leadership in approving or denying the remote or hybrid requests of my direct reports.</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td><strong>SUPERVISORS ONLY</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I find it challenging to retain and/or hire team members.</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td><strong>SUPERVISORS ONLY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The team members I supervise have the necessary skills to do their jobs well. <strong>SUPERVISORS ONLY</strong></td>
<td></td>
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</tr>
<tr>
<td>My primary unit is a good fit for me.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I have the resources (equipment, training, budget, etc.) I need to do my job well.</td>
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</tr>
<tr>
<td>My supervisor is open to flexible work arrangements.</td>
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<tr>
<td>I know what is expected of me in my position.</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Statement</td>
<td>Rating</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>--------</td>
<td></td>
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</tr>
<tr>
<td>At work I have the opportunity to do what I do best every day.</td>
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<tr>
<td>I feel recognized for my contribution to [MIT or MIT Lincoln Laboratory].</td>
<td></td>
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</tr>
<tr>
<td>My supervisor seems to care about me as a person.</td>
<td></td>
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</tr>
<tr>
<td>My associates or fellow employees are committed to doing quality work.</td>
<td></td>
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</tr>
<tr>
<td>There is a strong sense of teamwork in my unit.</td>
<td></td>
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</tr>
<tr>
<td>My supervisor provides me feedback that helps me understand my strengths as well as areas to develop.</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>I feel that I belong at [MIT or MIT Lincoln Laboratory].</td>
<td></td>
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</tr>
<tr>
<td>[MIT or MIT Lincoln Laboratory] provides an environment for the free and open expression of ideas, opinions and beliefs.</td>
<td></td>
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</tr>
<tr>
<td>I have adequate advancement and promotion opportunities.</td>
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<tr>
<td>Many of my job responsibilities are conducive to working remotely.</td>
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</tr>
<tr>
<td>I feel valued for the work I do.</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>I feel connected to my team.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Display This Question:

If I find it challenging to retain and/or hire team members. [ Strongly agree ]
Or I find it challenging to retain and/or hire team members. [ Somewhat agree ]

You indicated earlier you found it challenging to retain and/or hire team members. Please explain why.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Display This Question:

If The team members I supervise have the necessary skills to do their jobs well. [ Strongly disagree ]
Or The team members I supervise have the necessary skills to do their jobs well. [ Somewhat disagree ]

You indicated earlier the team members you supervise do not have the necessary skills to do their jobs well. Please explain why.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Display This Question:

If I have the resources (equipment, training, budget, etc.) I need to do my job well. [Strongly disagree]  
Or I have the resources (equipment, training, budget, etc.) I need to do my job well. [Somewhat disagree]

You indicated earlier you do not have the resources you need to do your job well. What additional resources do you need?

________________________________________________________________  
________________________________________________________________  
________________________________________________________________  
________________________________________________________________  

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

_Unit refers to your primary organizational unit (e.g., Department, Lab, Center, Division, Office)._ 

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel excluded from an informal network in my unit.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have to work harder than some of my colleagues to be taken seriously.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[MIT or MIT Lincoln Laboratory] would take reports of unethical conduct seriously.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I would feel comfortable raising ethical concerns through official channels at [MIT or MIT Lincoln Laboratory].</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>If I needed to seek professional help for my mental or emotional health, I would know where to go.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Please indicate your level of agreement or disagreement with the following statements:

*Unit refers to your primary organizational unit (e.g., Department, Lab, Center, Division, Office).*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with opportunities to collaborate with colleagues in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am satisfied with opportunities to collaborate with colleagues in other units at [MIT or MIT Lincoln Laboratory].</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Please indicate your level of agreement or disagreement with the following statements:
*Unit refers to your primary organizational unit (e.g., Department, Lab, Center, Division, Office).*

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>My unit's procedures are fair and equitable.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My unit is a place where individuals may comfortably raise personal and/or family responsibilities when scheduling unit obligations.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My workplace is free from bias and discrimination.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My supervisor creates a collegial and supportive environment.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>At [MIT or MIT Lincoln Laboratory], I am treated with respect.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>I have a voice in the decision-making that affects the direction of my unit.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My unit does a good job of keeping employees informed about matters affecting us.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>The mission or purpose of my unit makes me feel my job is important.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>I have colleagues in my unit who are my personal friends.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>I feel that I am called on to represent a social identity or demographic group in my unit (race, socio-economic background, gender, etc.).</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My unit is diverse.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
<tr>
<td><strong>My unit values diversity.</strong></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
<td><img src="no_circle" alt="Circle" /></td>
</tr>
</tbody>
</table>
Please indicate your level of agreement or disagreement with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have been given growth and learning opportunities during the last year.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor supports me in pursuing learning and professional</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>development opportunities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My performance reviews are conducted on a regular basis.</td>
<td></td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>

Are you aware of...

- [MIT or MIT Lincoln Laboratory]’s anonymous reporting hotline? *(For whistleblower or other complaints about wrongdoing and violations of Institute policy)*
- MIT’s non-retaliation policy? *(No one shall be retaliated against for, in good faith, raising a complaint of a violation of an MIT policy, participating in the Institute’s complaint resolution process or opposing a violation of an MIT policy)*
During the past year, how often have you...

<table>
<thead>
<tr>
<th>Question</th>
<th>Very often</th>
<th>Often</th>
<th>Occasionally</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>...felt overwhelmed by all you had to do?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...felt isolated?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...experienced acts of bigotry or disrespect based on your social identity (e.g., sex, race, national origin, sexual orientation, or values)?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

In the last year, how would you rate your overall level of stress?

- [ ] No stress
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] 6
- [ ] 7
- [ ] 8
- [ ] 9
- [ ] Tremendous stress
**Display This Question:**

*If In the last year, how would you rate your overall level of stress? = 8*

*Or In the last year, how would you rate your overall level of stress? = 9*

*Or In the last year, how would you rate your overall level of stress? = Tremendous stress10*

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

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

While at [MIT or MIT Lincoln Laboratory], do you feel as though you have received adequate mentoring?

- Yes
- No
- Not applicable

In the next three years, how likely are you to leave [MIT or MIT Lincoln Laboratory], including retirement?

- Very likely
- Somewhat likely
- Neither likely nor unlikely
- Somewhat unlikely
- Very unlikely
Life Outside [MIT or MIT Lincoln Laboratory]

Do you have a spouse or partner?

- Yes
- No

How many children do you have in total?

- 0
- 1
- 2
- 3
- 4
- 5
- more than 5
Display This Question:

If How many children do you have in total? = 1
Or How many children do you have in total? = 2
Or How many children do you have in total? = 3
Or How many children do you have in total? = 4
Or How many children do you have in total? = 5
Or How many children do you have in total? = more than 5

Do some or all of your children live in the same household as you at this time?

☐ Yes

☐ No

Display This Question:

If How many children do you have in total? = 1
Or How many children do you have in total? = 2
Or How many children do you have in total? = 3
Or How many children do you have in total? = 4
Or How many children do you have in total? = 5
Or How many children do you have in total? = more than 5

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

☐ Expectant parent or newborn under 1 year

☐ 1-2 years

☐ 3-4 years

☐ 5-12 years

☐ 13-17 years

☐ 18-23 years

☐ 24 or older
Display This Question:

If How many children do you have in total? = 1
Or How many children do you have in total? = 2
Or How many children do you have in total? = 3
Or How many children do you have in total? = 4
Or How many children do you have in total? = 5
Or How many children do you have in total? = more than 5

Which description best describes your childcare arrangements?

- I do not use childcare resources
- Spouse/relative
- Paid nanny/babysitter
- Child care center through [MIT or MIT Lincoln Laboratory]
- Child care center not affiliated with [MIT or MIT Lincoln Laboratory]
- Licensed family child care home
- Other (please specify) ________________________________________________

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

- Yes
- No
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

How you would you describe your...

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall physical health?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall mental and emotional health?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
About You

How many years have you worked at [MIT or MIT Lincoln Laboratory]?

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

Your gender:

- Female
- Male
- Non-Binary
- I identify as: __________________________________________________

Do you identify as transgender?

- Yes
- No
What is your sexual orientation?

- o Straight
- o Gay /Lesbian
- o Bisexual/Pansexual
- o Queer
- o Unsure/Questioning
- o I identify as: ________________________________

Your race or 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

Do you identify as someone with a disability?

- o Yes
- o No
I am a...

☐ U.S. veteran

☐ Non-U.S. veteran

☐ Family member or dependent of a veteran

☐ None of the these

Summing Up

Since the pandemic, more employees at [MIT or MIT Lincoln Laboratory] are working a hybrid or remote schedule. Have these flexible work arrangements affected the quality of any [MIT or MIT Lincoln Laboratory] services you have received? If so, please explain.

Your response to this open-ended question will be shared with a limited audience as-written. Please do not include your name or other identifying information that you would not want shared.

________________________________________________________________

________________________________________________________________

_____________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________
Please use a few words to describe the most positive aspects of the current [MIT or MIT Lincoln Laboratory] environment for you.

Your response to this open-ended question will be shared with a limited audience as-written. Please do not include your name or other identifying information that you would not want shared.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

What one thing could MIT reasonably do to improve your quality of life at [MIT or MIT Lincoln Laboratory]?

Your response to this open-ended question will be shared with a limited audience as-written. Please do not include your name or other identifying information that you would not want shared.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

If you are selected as a prize winner, please tell us which prize you would prefer:

☐ $25 TechCASH

☐ $25 donation in your honor to local nonprofit organizations via the MIT Community Service Fund (CSF)

☐ I do not want to be entered into the prize drawing
Would you be willing to be contacted to be part of an interview or focus group to hear more about your responses to this survey?

- Yes
- No

Display This Question:

If Would you be willing to be contacted to be part of an interview or focus group to hear more... = Yes

Please enter your contact information.

- Name ______________________________________________________
- Email ______________________________________________________

This is the last page of the survey. If you wish to review your responses, use the "Back" button below. Otherwise, select "Submit Survey" to complete your survey.