



## Faculty Climate Survey: Executive Summary

### Background

In Fall 2021, the U-M Office of Diversity, Equity and Inclusion (ODEI) worked with a third-party vendor, SoundRocket, to administer a confidential, campuswide climate survey at the conclusion of UM's initial five-year DEI Strategic Plan. Reports were provided to **the School of Music Theatre and Dance** for Faculty (tenured and tenure-, research- and clinical- track faculty), Special Faculty (lecturers and post-doctoral fellows), Staff, and Students (undergraduate and graduate levels) in Spring 2022. Reports include comparison data for unit level and campus level responses. These summaries are based on census data – that is, neither the campus responses nor the **the School of Music Theatre and Dance** responses represent a scientifically sampled response – therefore we can't say to what extent these responses are truly representative. Note that the campus does have results from a scientifically sampled response, but those results are not included here and are not part of these summaries.

**This executive summary of the the School of Music Theatre and Dance (SMTD) Climate Survey Report** reflects the structure and content of the primary report, available at <https://myumi.ch/DJM6R>. Note that some data in the report was suppressed due to small response numbers in order to protect anonymity of respondents. The executive summary offers representative highlights of the results but not all results<sup>1</sup>. Thus, reviewing the full report is strongly encouraged, including the explanatory content in the first pages of the report which provides information on the report's purpose and goals, methods, sample design, accessibility, data collection, confidentiality, data suppression rules, and demographic reporting details for race/ethnicity and transgender/gender non-confirming populations.

We can't know the exact impact on responses of environmental factors, such as the ongoing COVID-19 pandemic or the political climate in the United States, and this is particularly the case when making comparisons to earlier climate survey results. **For the current report, the majority of data is presented for the 2021 results only. However, there are select findings for which the 2017 data is presented for comparative purposes.**

### Survey Respondents

- 89 faculty completed the survey out of a possible 136 faculty, for a 68.4% response rate.
- Average age of survey respondents: 54.7
- Gender of survey respondents: 36.4% women, 58% men

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<sup>1</sup> Please note that this summary does not present all data elements that are available in the report. The unit should use its own discretion as to what facets of data they choose to present in the Executive Summary.

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- Race of survey respondents: 72.4% white 27.6% BIPOC
- 41.9% of respondents identify as Christian and 25.6% identify as agnostic/atheist
- 91.7% identify as liberal
- The majority of respondents identify as heterosexual (78.2%), with another 21.8% identifying as either gay/lesbian or other sexual orientation.
- 83.1% of respondents have post-graduate degrees

### **Perceptions of the Ann Arbor Campus Overall – Census Data**

- 35.6% of respondents said they were satisfied/very satisfied with the campus climate fewer BIPOC respondents (29.2%) agree
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate decreased by 15%.

### **Perceptions of Primary Work Unit Climate**

- 42.7% of respondents said they were satisfied/very satisfied with the climate in their primary work unit):
  - More women (53.1%) agree than men (40.8%).
  - Fewer BIPOC (34.8%) respondents agree
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate increased by 3%.
- 47.8% of BIPOC respondents report being very dissatisfied/dissatisfied with the work unit climate
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across SMTD, faculty experience their primary work unit as non-racist (3.7), non-homophobic (4.3), and diverse (3.0), but they also find the climate competitive (2.9), as well as somewhat individualistic (2.8), and contentious (2.9).
- Overall 29.5% of SMTD faculty report **feeling** discriminated against in their work unit in the past 12 months, while 34.4% of women and 47.8% of BIPOC respondents report the same.
- **Compared to 2017 data**, the overall perception of **feeling** discrimination within the work unit decreased by 2%.
- Looking at the Unit Total data, the most common **experiences** of discrimination for SMTD faculty overall relate to age (25.8%), sex (18.6%), race or ethnicity (17%) sexual orientation

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(10.5%) national origin (10.3)%, followed by political orientation (9.4%), relationship status (8.2%), and social class (7%).

- Looking at the discrimination data by various subgroups shows that:
  - 45.5% BIPOC respondents experienced one or more discriminatory event based on their race/ethnicity in the past 12 months.
  - 27.3% of BIPOC respondents experienced a discriminatory event based on their national origin in the past 12 months

## **Perceptions of Primary Work Unit – Specific Characteristics**

### **Commitment to DEI**

- 62.9% of faculty believe their unit has a strong commitment to DEI (vs 72.3% U-M wide)
  - Fewer BIPOC (56.5%) respondents agree

### **Sense of Belonging**

- 47.2% of faculty respondents feel valued as an individual
  - Fewer BIPOC 39.1% agree
- 53.9% of faculty feel they belong
  - 56.5% of BIPOC respondents agree
  - 65.6% of women respondents agree
- 45.5% of faculty have found one or more communities where they feel they belong in their unit
  - Fewer men (38.8%) agree (vs. 59.4% of women)
  - 47.8% BIPOC respondents agree
- 52.9% of faculty feel they are treated with respect
  - Fewer BIPOC (43.5%) respondents agree
  - More women (56.2%) of respondents agree
- 34.8% of faculty respondents have considered leaving because they don't feel welcome in their unit
  - More BIPOC (39.1%) respondents agree
  - Fewer women (25%) respondents agree

### **Contribution and Empowerment**

- 40.2% of faculty believe they have to work harder than others to be valued
  - 43.8% of women agree
  - 45.5% of BIPOC respondents agree

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- 31% of faculty feel others don't value their opinions
  - 34.8% of BIPOC respondents agree
  - 18.8% of women respondents agree
- 34.8% of faculty feel their ideas are seriously considered
  - 39.1% of BIPOC respondents agree
  - 25% of women respondents agree
- 50.6% of faculty agree they have a voice in the decision-making that affects their work
  - 56.5% of BIPOC respondents agree
  - 62.5% of women respondents agree
- 42% of faculty feel the teaching workload is fairly distributed
  - More BIPOC (50%) respondents agree

## **Support and Development**

- 47.1% of faculty feel they have equal opportunities for success
  - Fewer BIPOC (43.5%) respondents agree
- 37.9% of faculty feel they're able to perform up to their full potential
  - Fewer BIPOC (34.8%) respondents agree
  - 43.8% of women respondents agree
- 48.9% of faculty have experienced positive professional growth in their unit
  - Fewer BIPOC (43.5%) respondents agree
  - More women (56.2%) respondents agree
- 50% of faculty believe their unit provides sufficient resources to foster the success of diverse scholars
  - Fewer BIPOC (34.8%) respondents agree
  - More women 56.2% agree
- 43.2% of faculty believe support is provided equitably
  - More women (46.9%) agree
  - 50% of BIPOC respondents agree

## **Recognition**

- 25.8% believe processes for determining compensation are equitable
  - More BIPOC respondents (39.1%) agree
  - 28.1% women respondents agree
- 28.1% feel rewards for work performance are distributed fairly

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- 39.1% of BIPOC respondents agree
- 31.2% women respondents agree

**Rating DEI Progress in Work Unit Compared to Before DEI Strategic Plan**

- Over half of respondents rated the current DEI climate in their work unit as much better/somewhat better than the climate when the strategic plan first began in 2016 (56.4%):
  - More women (76.7%) agree than men (48.8%).
  - Fewer BIPOC respondents (47.4%) agree than white respondents (61.4%).