



Student 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 & 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 School of Music, Theatre & 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 School of Music, Theatre & Dance (SMTD) Student 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 results¹. 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

- At SMTD, 136 students completed the survey out of a possible 1162 students, for a 14% response rate.
 - 79 Undergraduate students completed the survey out of a possible 868 for a 11.2% response rate.
 - 57 Graduate students completed the survey out of a possible 294 for a 22.4% response rate

¹ 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.

Preliminary and Advisory

- Average age of survey respondents: 23.3
 - Undergraduate: 19.9
 - Graduate: 28.2
- Gender of survey respondents: 50% women, 43.6% men
 - Undergraduate: 48.9% women, 44.6% men
 - Graduate: 51.6% women, 42.2% men
- Race of survey respondents: 55.1% white, 19.2% Asian-American/Asian, 11.5% more than one race/ethnicity.
- 37.9% of respondents identify as Christian, 30.7% identifying as agnostic/atheist, and 18.3% have no religious affiliation.
- A majority identify as liberal (82.4%)
- A slight majority of respondents identify as heterosexual (57.4%), with 42.6% identifying as LGBTQIA+.
- 10.3% of students reported having a disability.
- A majority of students reported being U.S. citizens (69.7%)

Perceptions of the Ann Arbor Campus Overall – Census Data

- Half of respondents said they were satisfied/very satisfied with the campus climate (50%)
 - 46.2% of African-American/Black, 60% Asian-American/Asian, and 47.1% of respondents of More Than One Race indicated they were satisfied/very satisfied with campus climate.
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate increased by 1%.
- There was divergence between undergraduate and graduate students.
 - 52.8% of undergraduate students indicated they were satisfied/very satisfied with the campus climate for an increase of 8% compared with 2017.
 - Likewise, 46% graduate students indicated that they were satisfied/very satisfied with the campus climate for a decrease of 14% compared with 2017.

Perceptions of Primary Unit Climate

- A majority of respondents said they were satisfied/very satisfied with the climate in the School of Music, Theatre & Dance (60%):
 - Slightly more men (64.5%) agree than women (60.6%)
 - More Asian-American/Asian respondents (64.3%) and African-American/Black (61.5%) agree
 - Slightly fewer White (59.2%) and respondents of More Than One Race (53.3%) agree
 - More undergraduate students (65%) agree than graduate students (53.3%)

Preliminary and Advisory

- **Compared to 2017 data**, the overall perception of satisfaction with the School of Music, Theatre & Dance climate remained the same (0% change).
- Undergraduate students rated their unit on a number of factors related to climate on a five-point scale.
 - Across SMTD, undergraduate students experience their unit as non-racist (3.7), non-homophobic (4.3), but they also find the climate somewhat competitive (3.0).
- Graduate students rated their department on a number of factors related to climate on a five-point scale.
 - Across SMTD, graduate students experience their department as non-racist (3.9), non-homophobic (4.4), but they also find the climate somewhat individualistic (3.1) and competitive (3.1).
- Overall, 21.4% of SMTD undergraduate students report **feeling** discriminated against at UM in the past 12 months.
- 20% of SMTD graduate students report **feeling** discriminated against in their department in the past 12 months.
- **Compared to 2017 data**, the overall perception of **feeling** discrimination decreased for undergraduate students (-9%) and increased for graduate students (+5%).
- Looking at the Unit Total data, the most common **experiences** of discrimination for undergraduate students overall relate to race or ethnic identity (23.8%), political orientation (22.6%) and sex (19%), followed by religion (17.9%), sexual orientation (14.3%) and gender identity or gender expression (14.3%).
- Looking at the Unit Total data, the most common **experiences** of discrimination for graduate students overall relate to political orientation (16.1%) and mental health status (16.1%), followed by sex (14.5%), race or ethnic identity (14.3%) and age (10.7%).
- Looking at the discrimination data by various subgroups shows that:
 - African-American/Black (62.5%) and Asian-American/Asian (46.7%) undergraduate respondents are more likely to have experienced one or more discriminatory event based on their race/ethnicity in the past 12 months.
 - Asian-American/Asian undergraduate respondents (33.3%) also report the highest level of discrimination due to their national origin within the unit.
 - White graduate respondents (21.4%) report experiencing a discriminatory event in the past 12 months due to their political orientation.

Perceptions of Primary Unit – Specific Characteristics

Commitment to DEI

- 56.6% of SMTD undergraduate students believe UM has a strong commitment to DEI (vs 63.6% U-M wide).

Preliminary and Advisory

- Asian-American/Asian undergraduate students (66.7%) respondents agree, while fewer White undergraduate students (56.2%) agree.
- 64.9% of SMTD graduate students believe their department has a strong commitment to DEI (vs 68.3% U-M wide).
 - Asian-American/Asian graduate student (76.9%) respondents agree, while fewer White graduate students (55.2%) agree.

Sense of Belonging

- 56% of undergraduate students feel valued as an individual at UM.
- 70% of graduate students feel valued as an individual in their department.
- 73.2% of undergraduate students feel they belong at UM and 68.4% of graduate students feel they belong in their department.
- 77.1% of undergraduate students have found one or more communities where they feel they belong at UM.
 - 100% of respondents of More Than One Race and 75% of African-American/Black respondents agree
 - Fewer Asian-American/Asian (66.7%) respondents agree
- 60.7% of graduate students have found one or more communities where they feel they belong in their department.
 - 83.3% of respondents of More Than One Race and 61.5% of Asian-American/Asian respondents agree
- 80.0% of undergraduate students feel they are treated with respect.
 - 100% of respondents of More Than One Race and 75% of African-American/Black respondents agree
- 77.2% of graduate students feel they are treated with respect
 - Fewer Asian-American/Asian (69.2%) respondents agree
 - More respondents of More Than One Race (83.3%) and White (75.9%) respondents agree

Contribution and Empowerment

- A quarter of undergraduate students believe they have to work harder than others to be valued
 - More African-American (62.5%) and Asian-American/Asian (42.9%) respondents agree
- 28.6% of graduate students believe they have to work harder than others to be valued

Preliminary and Advisory

- 38.5% of Asian-American/Asian respondents agree

Support and Development

- 75% of undergraduate respondents feel U-M is a place where they can perform to their full potential
 - Fewer men (71.1%) agree than women (81%)
- 68.4% of graduate respondents feel their department is a place where they can perform to their full potential
 - Fewer women (63.3%) agree than men (79.2%)
- 48.2% of undergraduate students believe UM provides sufficient programs and resources to foster the success of a diverse student body
 - Fewer Asian-American/Asian (46.7%) respondents agree
- 60.7% of graduate students believe their department provides sufficient programs and resources to foster the success of a diverse student body.
 - More respondents of More Than Once Race (83.3%) agree
- 81.7% of undergraduate students believe their experience at UM has had a positive influence on their academic growth.
 - African-American (87.5%) respondents and respondents of More Than Once Race (88.9%) agree
- 69.9% of graduate students believe their experience in their department has had a positive influence on their academic growth
 - Respondents of More Than Once Race (83.3%) agree
 - Fewer Asian-American/Asian (69.2%) respondents agree

Rating DEI Progress Compared to Before DEI Strategic Plan

Satisfaction with Progress

- 43.1% of respondents were satisfied with the progress related to DEI over the past five years
 - More graduate students (50.8%) were satisfied with progress when compared to undergraduate students (37.2%).
 - Asian-American/Asian (64.32%) and African-American (53.8%) respondents were satisfied with progress.
 - Fewer respondents of More Than One Race (46.7%) and White (30.1%) respondents were satisfied with progress.

Preliminary and Advisory

- SMTD Students rated the current DEI climate at UM as much better/somewhat better **than the climate when the strategic plan first began in 2016** (46.3%), but many students also felt the climate was about the same (44.4%).
 - More men (54.5%) agree than women (40%)
 - Fewer BIPOC respondents (40.4%) agree
- SMTD undergraduate students rated the current DEI climate at SMTD as much better/somewhat better **than the climate when the strategic plan first began in 2016** (47.1%) but many undergraduate students felt the climate was about the same (44.1%)
 - Women (47.4%) and Men (46.7%) both felt the climate at SMTD was much better/somewhat better
- SMTD graduate students rated the current DEI climate at SMTD as much better/somewhat better **than the climate when the strategic plan first began in 2016** (68%)
 - Women and Men (66.7%) agreed that the climate at SMTD was much better/somewhat better
 - BIPOC respondents (73.3%) agreed that the climate at SMTD was much better/somewhat better
- SMTD students rated SMTD among the very best/better than most (43.4%) and about equal (47.2%) when comparing SMTD DEI progress to other institutions
- SMTD students were split when comparing SMTD DEI Progress to other UM units:
 - 39.3% of SMTD Students felt SMTD was among the best/better than most
 - 37.5% of SMTD Students felt SMTD was about equal
 - 23.2% of students felt SMTD was among the very worst/worse than most
 - African-American (62.5%) respondents and Asian-American/Asian (46.7%) respondents felt SMTD was about equal to other units

Wellbeing & COVID-19

- About half of SMTD Students (49.6%) reported that they felt their physical health was Excellent/Very Good. When looking at COVID-19 Impact, SMTD students felt their health was somewhat affected (41%) or not affected at all (41.8%).
- SMTD students reported that their overall mental health was fair (33.6%) and good (32.1%). When looking at COVID-19 Impact, SMTD students felt their mental health was somewhat affected (51.5%) or affected a great deal (38.8%).
- SMTD students (46.3%) reported that their financial situation was somewhat affected by COVID-19.
- 46.6% SMTD Students reported that their academic performance was somewhat affected by COVID-19, and 39.1% reported that their academic performance was affected a great deal.
 - 66.7% of African-American respondents reported their academic performance being somewhat affected.

Preliminary and Advisory

- Asian-American/Asian (44.4%) respondents and White (43.8%) respondents reported their academic performance being affected a great deal.
- 64.2 % SMTD Students reported that COVID-19 had not at all affected their experience of discrimination related to one or more of their identities.
 - Asian-American/Asian (44.4%) respondents and African-American (41.7%) respondents reported COVID-19 had somewhat affected their experience of discrimination.