



## Special 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 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 School of Music Theatre and Dance (SMTD) Special Faculty 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

- 26 special faculty members completed the survey out of a possible 81 special faculty, for a 34.6% response rate.
- Average age of survey respondents: 48.1

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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.

## *Preliminary and Advisory*

- Gender of survey respondents: 59.3% men
- Race of survey respondents: 81.5% white
- A majority identify as liberal (85.2%)
- The majority of respondents identify as heterosexual (74.1%)
- Nearly 60.7% of respondents have post-graduate degrees

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

- 42.9% of respondents said they were satisfied/very satisfied with the campus climate
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate decreased by 20%.

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

- More than half of respondents said they were satisfied/very satisfied with the climate in their primary work unit (53.8%):
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate decreased by 9%.
- 40% of white respondents report being dissatisfied/highly dissatisfied with the climate in their primary work unit.
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across SMTD, special faculty experience their primary work unit as non-racist (3.6), and non-homophobic (4.2). They also find the climate diverse (3.1), cooperative (3.3), collaborative (3.3), collegial (3.5), and welcoming (3.7).
- Overall 19.2% of SMTD special faculty report **feeling** discriminated against in their work unit in the past 12 months
- Looking at the Unit Total data, the most common **experiences** of discrimination for SMTD special faculty overall relate to age (19.2%) and social class (19.2%)

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

#### **Commitment to DEI**

## *Preliminary and Advisory*

- 68% of special faculty believe their unit has a strong commitment to DEI (vs 70.7% U-M wide)
  - More women (85.7%) respondents agree

### **Sense of Belonging**

- 46.2% of special faculty feel valued as an individual
- 57.7% of special faculty feel they belong
- 46.2% of special faculty have found one or more communities where they feel they belong in their unit
  - More men (53.3%) agree
- 56% of special faculty feel they are treated with respect
- 23.1% of special faculty have considered leaving because they don't feel welcome in their unit

### **Contribution and Empowerment**

- 38.5% of special faculty believe they have to work harder than others to be valued
- 36% of special faculty feel others don't value their opinions
- 42.3% of special faculty feel their ideas are seriously considered
  - 46.7% of men respondents agree
- 38.5% of special faculty agree they have a voice in the decision-making that affects their work
- 23.1% of special faculty feel the workload is fairly distributed

### **Support and Development**

- 36% of special faculty feel they have equal opportunities for success
  - More men (50%) respondents agree
- 48% of special faculty feel they're able to perform up to their full potential
- 61.5% of special faculty have experienced positive professional growth in their unit
  - 85.7% of women respondents agree
- 42.3% of special faculty believe their unit provides sufficient resources to foster the success of diverse scholars

*Preliminary and Advisory*

- 38.5% of special faculty believe support is provided equitably

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

- 61.1% 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:
  - More women (71.4%) agree