



Staff 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) Staff 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, 63 staff members completed the survey out of a possible 98 staff members for a 65.3% response rate.
- Average age of survey respondents: 42.5

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

- Gender of survey respondents: 62.5% women, 35.9% men
- Race of survey respondents: 77.8% white
- The majority of respondents identify as Christian (44.4%), with another 27% identifying as agnostic/atheist or having no religious affiliation.
- A majority identify as liberal (85%)
- The majority of respondents identify as heterosexual (82.5%)
- A majority of staff members are US citizens (89.1%)
- 56.2% of respondents have bachelor's degrees and 35.9% have post-graduate degrees

Perceptions of the Ann Arbor Campus Overall – Census Data

- 48.4% of respondents said they were satisfied/very satisfied with the campus climate 42.9% of BIPOC respondents were satisfied/very satisfied with campus climate and 42.9% of BIPOC respondents were neutral
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate decreased by 16%.

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 (56.2%):
 - Slightly more women (57.5%) agree than men (56.5%).
 - Fewer BIPOC respondents (50%) agree
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate decreased by 7%.
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across SMTD, staff experience their primary work unit as non-racist (4.2), non-homophobic (4.3), cooperative (3.7), collaborative (3.7), and collegial (3.7), but they also find the climate somewhat homogenous (3)
- Overall 9.5% of SMTD staff report **feeling** discriminated against in their work unit in the past 12 months.
- **Compared to 2017 data**, the overall perception of **feeling** discrimination within the work unit decreased by 11%.

Preliminary and Advisory

- Looking at the Unit Total data, the most common **experiences** of discrimination for SMTD staff overall relate to age (11.3%), sex (11.3%), mental health status (9.5%), and social class (9.5%) followed by relationship status (8.1%), and religion (8.1%)

Perceptions of Primary Work Unit – Specific Characteristics

Commitment to DEI

- 63.5% of staff believe their unit has a strong commitment to DEI (vs 67.1% U-M wide)
 - Fewer BIPOC respondents (50%) agree

Sense of Belonging

- 70.3% of staff feel valued as an individual
 - 78.6% BIPOC of respondents agree
- 75% of staff feel they belong
 - 64.3% BIPOC of respondents agree
- 46.9% of staff have found one or more communities where they feel they belong in their unit
 - 47.5% of women agree (vs. 47.8% of men)
- 70.3% of staff feel they are treated with respect
 - Fewer BIPOC (64.3%) respondents agree
 - More white (73.5%) respondents agree
- 20.3% of staff have considered leaving because they don't feel welcome in their unit
 - 20.0% women, 21.7% men, and 18.4% white respondents agree

Contribution and Empowerment

- 14.1% of staff believe they have to work harder than others to be valued
 - 20% of women agree
- 18.8% of staff feel others don't value their opinions
 - 20% of women respondents agree
- 67.7% of staff feel their ideas are seriously considered
 - Fewer BIPOC (50%) respondents agree
- 64.5% of staff agree they have a voice in the decision-making that affects their work
 - Fewer BIPOC (57.1%) respondents agree

Preliminary and Advisory

- More women (65.8%) agree
- 38.7% of staff feel the workload is fairly distributed
 - 42.1% women and 42.9% BIPOC respondents agree

Support and Development

- 51.6% of staff feel they have equal opportunities for success
 - Fewer BIPOC (42.9%) respondents agree
 - Fewer women (45%) respondents agree
- 56.2% of staff feel they're able to perform up to their full potential
 - Fewer BIPOC (42.9%) respondents agree
 - 57.5% of women respondents agree
- 64.1% of staff have experienced positive professional growth in their unit
 - 64.3% of BIPOC respondents agree
 - Fewer men (52.2%) than women (70%) respondents agree
- 39.1% of staff believe their unit provides sufficient resources to foster the success of a diverse staff
 - 40% of women respondents agree
- 59% of staff believe support is provided equitably
 - Fewer women (55.3%) agree than men (63.6%)
 - 64.3% of BIPOC respondents agree

Recognition

- 23% of staff believe processes for determining compensation are equitable
 - 27% of women respondents agree
- 29% feel rewards for work performance are distributed fairly
 - 34.2% of women, 35.7% of BIPOC, and 27.7% of white 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 (55.6%):
 - More women (65.5%) agree than men (40%).
 - Fewer BIPOC respondents (50%) agree than white respondents (58.8%).