

## **All Faculty Climate Survey: Executive Summary**

### **School of Music, Theatre & Dance**

*Active data collection occurred October 3, 2017 through November 27, 2017.*

#### **Survey Respondents**

- 68 faculty members completed the survey out of a possible 149 total faculty members, for a 45.6% total approximated survey response.
- Average age of survey respondents: 54.2 years
- Gender of survey respondents: 37% female, 63% male
- Race of survey respondents: 72.2% White, 11.1% More than One Race, 5.6% Other Race/Ethnicity, 5.6% Asian American/Asian/Pacific Islander, and 5.6% Hispanic/Latino/a
- 46.5% of respondents identify as agnostic/atheist or having no religious affiliation, with another 32.1% identifying as Christian, followed by the remaining respondents identifying as other religious affiliation (10.7%), multiple affiliations (7.1%), Jewish (1.8%), and Buddhist (1.8%)
- A majority of respondents identify as liberal (89.1%)
- The majority of respondents identify as heterosexual (76.4%), with another 23.6% identifying as another sexual orientation (lesbian/gay/bisexual/queer/questioning/+).
- The majority of respondents have primary appointments in Arts/Humanities (97.1%).

#### **Perceptions of the Ann Arbor Campus Overall**

- More than half of respondents from SMTD were satisfied/very satisfied with the campus climate (51%), while 27.5% were neutral and another 21.6% were dissatisfied/very dissatisfied. When the data is examined by Primary Appointment Track\*, 46.2% of Tenure-Track faculty and 63.6% of Non-Tenure track faculty were satisfied/very satisfied with the campus climate.
- Respondents rated the campus on a number of factors related to climate on a five-point scale. In their view, the university's climate is non-homophobic (4.1), welcoming (3.8) and friendly (3.7), but they also experience the climate as elitist (2.4) and competitive (2.9).
- Over half of White respondents (57.9%) say they never feel concerned about their physical safety, while 53.3% of Non-White and female (68.4%) respondents say they sometimes feel concerned about their physical safety at U-M Ann Arbor.

- Over half of male respondent (67.6%) compared to 31.6% of female respondents never feel concerned about their physical safety at U-M Ann Arbor

### **Perceptions of School of Music, Theatre & Dance – Overall Climate**

- Less than half of respondents said they were satisfied/very satisfied with the climate in SMTD (40%) [60.3% U-M wide]:
  - Slightly more women (45%) agree than men (43.8%).
  - Fewer Non-White faculty (35.7%) agree
  - More Non-tenure track faculty (50%) agree
- Respondents rated SMTD on a number of factors related to climate on a five-point scale. Across SMTD, faculty experience their primary unit as non-racist (3.9), non-homophobic (4.3), but they also find the climate elitist (2.7) and individualistic (2.7)
- Respondents by gender and race/ethnicity rated the DEI Climate on a five point scale. Female faculty rated the DEI climate at 3.6 and male faculty at 3.7. White faculty rated the DEI climate at 3.9, while Non-White faculty members rated the climate at 3.2.

### **Perceptions of School of Music, Theatre & Dance – Specific Characteristics**

#### **Participation & Service**

- 72.1% of faculty feel they are valued in SMTD for teaching [65.4% U-M wide]
  - Nearly 80% of women agree
  - Agreement is lower among respondents who identify as Non-White (53.3%)
- Less than half of female faculty (47.4%) feel they are valued for their service contributions
- 33.3% of faculty feel they are valued for their mentoring of faculty [41.9% U-M wide]
  - Agreement is lower among male faculty (23.8%)

#### **Fairness & Equity**

- 50.9% of faculty agree that the teaching workload is fairly and equitably distributed in the unit [55.8% U-M wide]
  - Agreement is lower among respondents who identify as female (45%), Non-White (33.3), and Non-Tenure (41.7%)
  - Agreement is higher among Hispanic/Latino (60%) respondents

- 12.7% of faculty feel there are fair and equitable processes for determining compensation in the unit [42.5% U-M wide]
- 16.4% of faculty feel rewards for work performance are fairly and equitably distributed in the unit [44.9% U-M wide]

### Sense of Belonging

- 42.9% of faculty have found one or more communities where they feel they belong in SMTD [62.7% U-M wide]
  - Agreement is lower among male (39.4%) compared to 50% of female faculty
- 59.6% of faculty feel they are treated with respect [75.3% U-M wide]
  - Agreement is lower among Non-White (46.7%) and female (55%) respondents
  - Agreement is higher among Non-tenure track (66.7%) respondents
- 39.7% of faculty have considered leaving because they don't feel welcome in SMTD [21.3% U-M wide]
  - Agreement is higher among Non-White (46.7%) and female (50%) faculty

### Commitment to DEI

- 65.5% of faculty believe their department/unit has a strong commitment to DEI [71.1% U-M wide]
  - Agreement is lower among Non-White (40%) respondents
- 42.1% of faculty believe their department/unit provides sufficient programs and resources to foster the success of a diverse group of scholars [52.5% U-M wide]
  - Agreement is lower among female (25%) and tenure-track (40.9%) respondents

### Discrimination

- Overall 31.1% of SMTD faculty report **feeling** discriminated against in their primary unit in the past 12 months [17.8% U-M wide], while 45% of female and 33.3% of Non-White respondents agreed with this statement
- Looking at the SMTD Total data, the most common **experiences** of discrimination for SMTD faculty overall relate to age (32.1%), and sex (21.6%), social class (20%) and political orientation (14%), religion (13.7%), height or weight (13.7%), marital status (13.5%), sexual orientation (9.8%), gender identity or gender expression (9.8%), and racial or ethnic identity (9.6%)