



SMTD All-Staff Climate Survey: Executive Summary of December 2017 Report

Survey Respondents

- 61 staff completed the survey out of a possible 102 staff invitations, for a 60.8% response rate.
 - Response rate of the All U-M Staff – 61.2%
- Average age of survey respondents: 42.7 years
- Gender of survey respondents: 62.9% of females and 31.7% of males
- Race of survey respondents: 88.7% White, 4.8% Multi-Racial, 3.2 Black/African American, and 3.2% Other Race/Ethnicity
- The majority of respondents identify as Christian (50.8%), with another 26.2% Agnostic/Atheist, 13.1% no religious affiliation, 4.9% Jewish, 3.3% Buddhist, and 1.6% other religious affiliation.
- A majority identify as liberal (62.9%), followed by conservative (21%) and moderate (14.5%).
- The majority of respondents identify as heterosexual (90.2%), with another 9.8% identifying as other sexual orientation.
- The majority of the respondents have bachelor's degrees (53.3%), followed by post-graduate degrees (36.7%), high school/GED degrees (6.7%) and associates degrees (3.3%).

Perceptions of the Ann Arbor Campus Overall

- More than half of respondents said they were very satisfied/satisfied with the campus climate (64.5%).
- Respondents rated the campus overall on a number of factors related to climate on a five-point scale (higher the mean score the more positive the rating). In their view, the university's climate is non-homophobic (4.1), non-racist (3.9), friendly (3.9), welcoming (3.8), and respectful (3.7) but they also experience the climate as elitist (2.2), competitive (3), as well as somewhat individualistic (3.2).
 - The general climate rating for the campus overall by SMTD staff was 3.5 while the DEI climate rating was 3.6.
 - Specifically, the DEI climate was rated by of males as 3.9 and by of females as 3.4, while White respondents rated the DEI Climate as 3.6 and non-White as 3.7.
- More than half of unit respondent said they never feel concern for physical safety at U-M (61.3%), with 43.6% of females and 30.4% of males sometimes feeling physically unsafe on campus.

*There were less than 5 cases of data for either men or non-Whites; data was suppressed.



Perceptions of Primary Work Unit Climate

- More than half of respondents said they were very satisfied/satisfied with the climate in their primary work unit (62.9%), while another 24.2% were dissatisfied/very dissatisfied.
 - Slightly more of females (64.1%) agree than of males (60.9%)
 - Seventy-one percent (71.4%) of non-Whites and 61.8% of White respondents agree.
 - Nearly a quarter of the unit respondents were dissatisfied/very dissatisfied (24.2%) - (20.5% of females and 30.4% of males)
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across the School of Music, Theatre & Dance staff experience their primary work unit as non-racist (4.3), non-homophobic (4.6), but they also find the climate elitist (2.5), competitive (3.1), as well as somewhat individualistic (3.3) and homogenous (3.2).
- Along the same rating scale (1-negative/5-positive), SMTD staff perceptions of the General Climate was 3.6
 - Females rated General Climate at 3.5, while males rated at 3.7
 - White respondents rated General Climate at 3.5 and non-White respondents at 4.
- SMTD staff perceptions of the DEI Climate was rated at 3.9.
 - Females rated DEI Climate at 3.7, while males rated at 4.2
 - White respondents rated DEI climate at 3.9 and non-White respondents at 4.
- Overall 21% of SMTD staff report **feeling** discriminated against in their work unit in the past 12 months (vs. 15.3% of U-M Wide)
 - 30.8% of females*
 - 23.6% of Whites*
- Looking at the Unit Total data, the most common **experiences** of discrimination for SMTD staff overall relate to age (31.1%) and sex (14.8%), followed by height/weight (13.1%) and social class (11.7%).

Perceptions of Primary Work Unit – Specific Characteristics

Commitment to DEI

- 74.2 % of staff believe their unit has a strong commitment to DEI (vs 66.7% U-M wide)
 - 69.2% of females and 82.6% of males agree
 - 74.5% White respondents and 71.4% of non-White respondents

Too Much Emphasis

- 21% of staff believe their unit places too much emphasis on issues of diversity, equity and inclusion (vs. 10.4% U-M wide)
 - 15% of females and 30% of males agree

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- 20% White respondents agree

Sense of belonging

- 62.9 % of staff feel valued as an individual (vs. 67.6% U-M wide)
 - 66.7% of females and 56.5% of males agree
 - 61.8% White respondents and 71.4% non-White respondents
- 64.5% of staff feel they belong (vs. 68.7% U-M wide)
 - 69.2 of females and 56.5% of males agree
 - 63.6 of White respondents and 71.4% of non-White respondents agree
- 48.4% of staff have found one or more communities where they feel they belong in their unit (vs. 54.3% U-M wide)
 - 51.3% of females and 43.5% of males agree
 - 41.8% of White respondents agree*
- 69.4% of staff feel they are treated with respect (vs. 74.7% U-M wide)
 - 69.2% of females and 69.6% of males agree
 - 67.3% of White respondents and 85.7% of non-White respondents agree
- 21% of staff have considered leaving because they don't feel welcome in their unit (vs. 17.9% U-M Wide)
 - 17.9% of females and 26.1% of males agree
 - 23.6% of White respondents*

Contribution and Empowerment

- 35.5% of staff believe they have to work harder than others to be valued (vs. 25% U-M Wide)
 - 43.6% of females and 21.7% of males agree
 - 36.4% of White respondents agree*
- 27.4% of staff feel others don't value their opinions (vs. 19.6% U-M Wide)
- 53.2% of staff feel their ideas are seriously considered (vs. 62.8% U-M Wide)
 - 53.8% of females and 52.2% of males agree
 - 50.9% of White respondents and 71.4% of non-White respondents agree
- 50% of staff agree they have a voice in the decision-making that affects their work (vs. 57.8% U-M Wide)
 - 48.7% of females and 52.2% of males agree

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- 47.3% of White respondents and 71.4% of non-White respondents agree
- 25.8% feel the workload is fairly distributed (vs. 46.7% U-M Wide)
 - 25.6% of females and 26.1 % of males agree
 - 23.6% of White respondents agree*

Support and Development

- 43.5% of staff feel they equal opportunities for success (vs. 58.8% U-M Wide)
 - 41% of females and 47.8% of males agree
 - 41.8% of White respondents agree*
- 53.2% of staff feel they're able to perform up to their full potential (vs. 57.9% U-M Wide)
 - 51.3% of females and 56.5% of males agree
 - 50.9% of White respondents and 71.4% of non-White respondents agree
- 48.4% of staff have experienced positive professional growth in their unit (vs. 63.7% U-M Wide)
 - 51.3% of females and 43.5% of males agree
 - 45.5% of White respondents and 71.4% of non-White respondents agree
- 32.3% of staff believe their unit provides sufficient resources to foster the success of a diverse staff (vs. 52.1% U-M Wide)
 - 33.3% of females and 30.4% of males agree
 - 34.5% of White respondents agree*
- 35.5% of staff believe support is provided equitably (vs. 56.1% U-M Wide)
 - 33.3% of females and 39.1% of males agree
 - 36.4% of White respondents agree*

Recognition

- 19.7% believe processes for determining compensation are equitable (vs. 33.8% U-M Wide)
 - 21.1% of females agree*
 - 20.4% of White respondents agree*
- 21% feel rewards for work performance are distributed fairly (vs. 34.5% U-M Wide)
 - 20.5% of females and 21.7% of males agree
 - 21.8% of White respondents agree*

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