

Executive Summary of SMTD Climate Survey Report

The University of Michigan’s School of Music, Theatre, & Dance (“SMTD”) undertook a climate survey in early 2020 of its current Students, Faculty, Staff, and recent Alumni (“Climate Survey”). The Climate Survey was designed to gain data regarding Discrimination, Sexual Misconduct and issues impacting the quality of life on the SMTD campus. The Climate Survey Sample size was representative of SMTD. The survey was anonymous. The response rate (excluding Alumni) was 37%, which is well above the national average for similar climate surveys. The response rates of Faculty at 64% and Staff at 73% are exceptional.

OVERALL CLIMATE. 59% of the people completing the Climate Survey (“Participants”) are somewhat or very satisfied with the overall climate during the Last 12 Months. The Participants were optimistic about Dean Gier’s leadership. Most Participants reported that SMTD is safe, supportive and welcoming. Students are the more satisfied than Faculty and Staff. There were no gender, ethnicity, or sexual orientation differences as it relates to overall climate. Participants did indicate a level of discomfort with competitiveness and isolation at SMTD.

DISABILITY. 10.5% of the Students, 3.2% of Faculty and 2.7% of Staff indicated they were disabled for a total of 7.25% of the Participants, or 39 People. Of those, 29 indicated having mental health issues. While the majority responded that they were satisfied with accommodations for their disabilities, the Climate Survey Report recommends that more dialogue would be valuable.

DISCRIMINATION. More than 90% of Participants indicated they had no experience with most forms of Discrimination at SMTD. Gender identity was identified as the number one basis for Discrimination followed by ethnicity. The most frequently named form of Discrimination was derogatory comments. Faculty women experience more derogatory comments than men. Faculty indicated that other Faculty are the source of Discrimination.

SEXUAL MISCONDUCT. Participants indicated information regarding incidents of Sexual Misconduct in the last 12 months as follows:

TYPE OF MISCONDUCT	NUMBER OF INCIDENTS
Sexual Comments	43
Threats or Bribes	12
Distributed Pictures	2
Unwanted Contact	23
Stalked	8
Spied	4
Forcibly Touched	12
Penetration w/o Consent	3
TOTAL	107

This represents a reduction from the number of total incidents reported for Sexual Misconduct in the months before the last 12 months. Importantly, even in the most reported category,

Inappropriate Sexual Comments, 90.7% of the Participants indicated that no person associated with SMTD had made inappropriate Sexual Comments to them in the last 12 months.

The role of the Faculty as accused perpetrators of Sexual Misconduct is an overarching theme. The Faculty were the alleged perpetrators as a percentage of the total in each type of Sexual Misconduct as follows:

TYPE OF MISCONDUCT	FACULTY LAST 12 MONTHS	FACULTY PRIOR MONTHS
Sexual Comments	21 (41%)	44 (62%)
Threats or Bribes	5 (33%)	14 (67%)
Unwanted Contact	6 (27%)	20 (49%)
Forcibly Touched	6 (43%)	7 (47%)
TOTAL	38	85

The trend in the last 12 months is positive as it relates to the Faculty. Women and men indicated they were impacted by Sexual Misconduct in the same way. 65% of those who experienced Sexual Misconduct indicated it affected them in their daily life. Women’s responses indicated more undesired sexual attention than did men’s responses.

REPORTING. Participants reported being only “somewhat knowledgeable” or “not at all knowledgeable” about the Title IX process. They were not familiar with the formal process or with their rights either as a reporting or an accused person. Students were less knowledgeable than Faculty or Staff. Women are less certain than men that SMTD would respond effectively to a Sexual Misconduct reports and are less convinced that their reports would be taken seriously or that the administration would protect them from retaliation.

FACULTY AND STAFF. The Climate Survey indicates that Faculty and Staff are satisfied and believe their family life is supported. Faculty and Staff reported concern that they are underpaid relative to others at SMTD and as compared to others at the University. About 40% of the Faculty and Staff responded both that they have not reported some concern related to their job to anyone in authority because of a fear of retaliation and that they are looking for other employment.

RECOMMENDATIONS. The report recommended that SMTD continue its current path as a majority of the Participants responses were positive. Where responses indicated improvement might be made, specific recommendations were made to improve the general climate, to discourage Discrimination, to reduce Sexual Misconduct and to increase Staff and Faculty satisfaction.