



Michigan Ross

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 **Michigan Ross** 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 **Ross** 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 Ross Special Faculty Climate Survey Report reflects the structure and content of the primary report, available at [**Michigan Ross DEI website to be completed in August 2022**]. 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

- 42 special faculty completed the survey out of a possible 97 special faculty, for a 48.5% response rate.
- Average age of survey respondents: 54.9
- Gender of survey respondents: 51.1% women, 46.7% men

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.

- Race of survey respondents: 77.8% white, and 22.2% BIPOC
- 51.1% identified as Christian.
- A majority identify as liberal (78%).
- The majority of respondents identify as heterosexual (90.9%).
- 75.6% indicated U.S. citizenship.
- 97.8% of respondents have post-graduate degrees.

Perceptions of the Ann Arbor Campus Overall – Census Data

- Special faculty reporting they were satisfied/very satisfied with the campus climate (50%) was lower relative to the all U-M special faculty (56.4%).
- 23.9% of special faculty indicated being very dissatisfied/dissatisfied (vs. 19.3% U-M wide).
- 47.6% of men and 52.3% of women 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 17%.

Perceptions of Primary Work Unit Climate

- 60% of respondents said they were satisfied/very satisfied with the climate in their primary work unit (vs. 65.1% U-M wide))
 - More men (76.2%) agree than women (40.9%).
 - **More BIPOC respondents (66.7%) agree than White respondents (57.1%)**
- 15.6% of special faculty indicated being very dissatisfied/dissatisfied (vs. 16.3% U-M wide).
 - More women report being dissatisfied/highly dissatisfied with the climate in their primary work unit (31.8%).
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate decreased by 9%.
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across Ross, special faculty experience their primary work unit as non-racist (4.0), non-homophobic (4.5), and non-transphobic (3.9). They also indicated it was relatively friendly (4.0), respectful (4.0), supportive (3.9), welcoming (4.0), and collegial (3.8). However, they also did not find the climate particularly collaborative (3.2) or cooperative (3.2). They did not view the primary work unit as diverse (2.9).

- Overall 19.5% of Ross special faculty report **feeling** discriminated against in their work unit in the past 12 months.
- 40% of women report **feeling** discriminated against in their work unit.
- **Compared to 2017 data**, the overall perception of **feeling** discrimination within the work unit did not change.
- Looking at the Unit Total data, the most common **experiences** of discrimination for Ross special faculty overall relate to sex (19.5%) and social class (12.2%).
- The discrimination data by various subgroups is severely limited by small numbers but they show that:
 - **o** Women respondents report experiencing a discriminatory event in the past 12 months due to their sex (35%) and social class (25).

Perceptions of Primary Work Unit – Specific Characteristics

Commitment to DEI

- 52.3% of special faculty believe their unit has a strong commitment to DEI (vs. 70.7% U-M wide)
 - Fewer women (38.1%) agree while 55.6% of BIPOC respondents agree.
- 12.2% of special faculty believe there is too much emphasis on DEI at U-M (vs. 13.3% U-M wide)
 - More men (26.8%) respondents agree
 - Fewer women (9.6%) respondents agree
 - More White (20.5%) respondents agree

Sense of Belonging

- 59.1% of special faculty feel valued as an individual (vs. 66.6% U-M wide)
 - Fewer women (38.1%) agree than men (76.2%)
- 56.8% of special faculty feel they belong (vs. 66.6% U-M wide)
 - Fewer women (38.1%) agree than men (71.4%) agree
- 50% of special faculty have found one or more communities where they feel they belong in their unit (vs. 56.8 % U-M wide)
 - Fewer women (40%) agree than men (57.9%) agree
- 72.1% of special faculty feel they are treated with respect (vs. 78.7 % U-M wide)
 - Fewer women (61.9%) agree

Preliminary and Advisory

- 18.2% of special faculty have considered leaving because they don't feel welcome in their unit (vs. 17.5% U-M wide)
 - **More women (38.1%) have considered leaving**

Contribution and Empowerment

- 39% special faculty believe they have to work harder than others to be valued (vs. 27.1% U-M wide)
 - More women (60%) agree
- 18.6% of special faculty feel others don't value their opinions (vs. 18.4% U-M wide)
 - More women (28.6%) respondents agree
- 46.3% of special faculty agree they have a voice in the decision-making that affects their work (vs. 52.3% U-M wide)
 - Fewer women (35%) respondents agree
- 39% feel their workload is fairly and equitably distributed (vs. 46% U-M wide)
 - More men (65%) respondents agree

Support and Development

- 41.9% of special faculty feel they equal opportunities for success (vs. 64.5% U-M wide)
 - Fewer women (28.6%) respondents agree
 - **More BIPOC (55.6%) respondents agree**
- 46.5% of special faculty feel they're able to perform up to their full potential (vs. 66.3% U-M wide)
 - Fewer women (23.8%) respondents agree
- 51.2% of special faculty have experienced positive professional growth in their unit (vs. 72.9% U-M wide)
 - Fewer women (30%) respondents agree
- 48.7% of special faculty believe their unit provides sufficient resources to foster the success of a diverse faculty (vs. 52.5% U-M wide)
 - Fewer women (35%) respondents agree
- 47.5% of special faculty believe support is provided equitably (vs. 54% U-M wide)

Recognition

- 29.3% believe processes for determining compensation are equitable (vs. 40.2% U-M wide)
- 34.1% feel rewards for work performance are distributed fairly (vs. 38.2% U-M wide)

Rating Satisfaction with DEI Progress at U-M and Ross (considering up the past 5 years)

- 52.2% of respondents rated being very satisfied/satisfied with the **current DEI climate at U-M** overall (vs. 39.2% U-M wide):
 - **19.6% of respondents are very dissatisfied/dissatisfied with the current DEI climate at U-M (vs. 15.4% UM-wide)**
- 45.5% of respondents rated being very satisfied/satisfied with the **current DEI climate at Ross** (vs. 52.1% U-M wide):
 - More men (65%) agree than women (27.3%).
 - **18.2% of respondents are very dissatisfied/dissatisfied with the current DEI climate at Ross (vs. 13.7% U-M wide)**
 - **31.8% of women respondents are very dissatisfied/dissatisfied with the current DEI climate at Ross**

Rating DEI Progress at U-M and Ross Compared to Before DEI Strategic Plan

- 62.5% of respondents rated the **current DEI climate at U-M** overall as much better/somewhat better than the climate when the strategic plan first began in 2016 (vs. 55.8% U-M wide):
 - More white (71.9%) respondents agree
 - 15% of respondents rate the current DEI climate at U-M much worse/somewhat worse (vs. 12% U-M wide)
- 44.7% of respondents rated the **current DEI climate at Ross** as much better/somewhat better than the climate when the strategic plan first began in 2016 (vs. 55% U-M wide):
 - Fewer women (28.6%) than men (60%) respondents agree
 - 47.4% of respondents rated the current DEI climate in their work unit as about the same and no respondents rated it much worse/somewhat worse.