



Michigan Ross

Graduate/Professional Students 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 Graduate/Professional Students 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

413 graduate/professional students completed the survey out of a possible 1918 students, for a 25.1% response rate.

- Average age of survey respondents: 29.3

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: 48.6% women, 50.1% men
- Race of survey respondents: 47.9% white and 52.1% BIPOC (made up of 28.1% Asian-American/Asian, 5.7% African-American/Black, 6.1% Hispanic, and 7.6% more than one race/ethnicity)
- The most respondents identify as Christian (41%), with 23.6% identifying as agnostic/atheist, 7% as Jewish, and 15.6% reporting having no religious affiliation.
- A majority identify as liberal (70.4%), followed by moderate (15.3%) and conservative (14.3%).
- The majority of respondents identify as heterosexual (89.1%), with another 10.9% identifying as either gay/lesbian or other sexual orientation.
- Nearly 6% of students reported having a disability (5.7%).
- 58.7% of students report being U.S. citizens.

Perceptions of the Ann Arbor Campus Overall – Census Data

- More than half of respondents said they were satisfied/very satisfied with the campus climate (70.5%), however fewer African-American/Black (50%) and fewer Middle Eastern (55.6%) respondents agreed.
- 74.1% of men respondents said they were satisfied/very satisfied with the campus climate, while that number was lower for women (67.4%).
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate increased by 2%.

Perceptions of Primary Unit Climate

- More than half of respondents said they were satisfied/very satisfied with the climate in their primary work unit (63%):
 - More men (66.4%) agree than women (60.1%).
 - Fewer African/American (50%) respondents agree
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate decreased by 14%.
- 12.9% of respondents who identify as BIPOC report being dissatisfied/highly dissatisfied with the climate in their primary unit relative to 15.3% of White respondents.
 - **26.9% of Hispanic/Latina-o respondents report being dissatisfied/highly dissatisfied.**
- Graduate students in Ross rated the campus on a number of factors related to perceptions of the climate within Ross on a five-point scale. They rated Ross climate relatively highly on friendly (4.3), non-racist (4.1), non-sexist (3.9), non-homophobic (4.3), and non-transphobic (4.1). They

also rated the climate as being highly respectful (4.3), collegial (4.0), collaborative (4.0), supportive (4.3), welcoming (4.2), and cooperative (3.7), and non-ageist (3.9), and relatively higher on being diverse (3.6). All these numbers are an improvement over 2017 results. Moreover, **all these ratings were more favorable along every dimension when compared to U-M wide graduate student responses.**

- Overall 10.8% of Ross graduate students report **feeling** discriminated against in their work unit in the past 12 months (vs. 12.5% U-M wide).
 - More BIPOC students report feeling discriminated against (14.3%)
 - More Hispanic/Latino-a students report feeling discriminated against (28%)
- **Compared to 2017 data**, the overall perception of **feeling** discrimination within the unit decreased by 3%.
- Looking at the Unit Total data, the most common **experiences** of discrimination for the unit overall relate to race/ethnicity (12%), sex (11.4%), national origin (9.2%), and political orientation (9.1).
- Looking at the discrimination data by various subgroups shows that:
 - African-American/Black (25%) and Hispanic/Latino-a (44%) respondents are more likely to have experienced one or more discriminatory event based on their race/ethnicity in the past 12 months.
 - Hispanic/Latino-a (38.1%) respondents also report the highest level of discrimination due to their national origin (40%), social class (28%), and sex (20%).
 - African-American/Black (31.8%) respondents report the highest level of discrimination due to their social class, followed by those with more than one identity (25%).
 - Men respondents (13.3%) report experiencing a discriminatory event in the past 12 months due to their political orientation while 4.5% of women do so.
 - Women respondents report highest level of discrimination based on sex (16.8%).

Perceptions of Primary Unit – Specific Characteristics

Commitment to DEI

- 69.2% of graduate student respondents believe Ross has a strong commitment to DEI (vs. 68.3 % U-M wide)
 - Fewer African-American/Black (58.3%) and Hispanic/Latino-a (61.5%) respondents agree
- 14.5 % of graduate student respondents believe there is too much emphasis on DEI at U-M (vs 12.5% U-M wide)
 - More men (20.8%) respondents agree
 - Fewer women (8.5%) respondents agree

Sense of Belonging

- 75.6% of students feel valued as an individual (vs. 66.1% U-M wide)
 - Fewer African-American/Black (66.7) respondents agree
 - Fewer Hispanic/Latino-a (53.8%) respondents agree
- 78.7% of students feel they belong (vs. 67.8% U-M wide)
 - Fewer African-American/Black (70.8%) respondents agree
 - Fewer Hispanic/Latino-a (69.2%) respondents agree
- 77.3% of students have found one or more communities where they feel they belong in their unit (vs. 61.1% U-M wide)
 - More African-American Black (83.3%) respondents agree
 - Fewer Hispanic/Latino-a (64%) respondents agree
 - Fewer Middle Eastern (66.7%) respondents agree
 - Fewer respondents with more than one identity (66.7%) agree
- 90% of students feel they are treated with respect (vs. 82.6% U-M wide)
 - Fewer Hispanic/Latino-a (79.2%) respondents agree
 - Fewer respondents with other race/ethnicity (75%) agree
- 8.1% of students have considered leaving because they don't feel welcome in their unit (vs. 14.2% U-M wide)
 - **More Hispanic/Latino-a (23.1%) respondents agree**

Contribution and Empowerment

- 20.8% students believe they have to work harder than others to be valued (vs. 23.4% U-M wide)
 - More Asian-American/Asian (29.8%) respondents agree
 - More Hispanic/Latino-a (44%) respondents agree
- 11.2% of students feel others don't value their opinions (vs. 14.2% U-M wide)
 - More Hispanic/Latino-a (29.2%) respondents agree
 - More men (15%) respondents agree
 - Fewer women (6.5%) respondents agree

Support and Development

- 85.9% of students feel they have equal opportunities for success (vs. 77.5% U-M wide)
 - Fewer African-American/Black (79.2%) respondents agree
 - Fewer Asian-American/Asian (79.6%) respondents agree
 - Fewer Hispanic/Latino-a (66.7%) respondents agree
 - Fewer respondents with other race/ethnicity (75%) agree

- 79.4% of students feel they're able to perform up to their full potential (vs. 68.2% U-M wide)
 - Fewer African-American/Black (70.8%) respondents agree
 - Fewer Asian-American/Asian (71.7%) respondents agree
 - Fewer Hispanic/Latino-a (66.7%) respondents agree
- 82.1% of students have experienced positive influence on academic growth (vs. 74.6% U-M wide)
 - Fewer Hispanic/Latino-a (72%) respondents agree
- 65.9% of students believe U-M provides sufficient resources to foster the success of a diverse student body (vs. 54.8% U-M wide)
 - Fewer African-American/Black (58.3%) respondents agree
 - Fewer Hispanic/Latino-a (52%) respondents agree
 - Fewer Middle Eastern (55.6%) respondents agree
 - More men (72.5%) respondents agree

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

- 42.4% of respondents rated being very satisfied/satisfied with the **current DEI climate at U-M** overall (vs. 34.7% U-M wide):
 - **More BIPOC respondents (45.4%) agree than white (39.2%) respondents.**
 - More Asian-American/Asian (52.5%) respondents agree
 - Fewer African-American/Black (34.6%) respondents agree
 - Fewer Hispanic/Latino-a (25.9%) respondents agree
 - **10.2% of respondents are very dissatisfied/dissatisfied with the current DEI climate at U-M (vs. 15.1% U-M wide)**
 - **18.5% Hispanic/Latino-a respondents are very dissatisfied/dissatisfied.**
- 51.7% of respondents rated being very satisfied/satisfied with the **current DEI climate at Ross** (vs. 49.8 U-M wide):
 - More men (56.8%) agree than women (47.1%).
 - **More BIPOC respondents (54.3%) agree than white respondents (49%).**
 - More Asian-American/Asian (63%) respondents agree
 - Fewer African-American/Black (26.9%) respondents agree
 - Fewer Hispanic/Latino-a (40%) respondents agree
 - **11% of respondents are very dissatisfied/dissatisfied with the current DEI climate at Ross (vs. 13.1% U-M wide)**
 - **23.1% African-American/Black respondents are very dissatisfied/dissatisfied.**

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

- 58.3% 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. 47.8% U-M wide):
 - **More women (62.5%) agree than men (52.3%)**
 - Fewer BIPOC (52.5%) respondents agree
 - More white (66.7%) respondents agree

- 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. 40.9% U-M wide):
 - **More women (51.1%) agree than men (40.9%)**
 - Fewer BIPOC (35.2%) respondents agree
 - More white (57.5%) respondents agree