



Michigan Ross

Staff 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 Staff Climate Survey Report reflects the structure and content of the primary report, available at **our new Ross DEI website projected to launch in November 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

- 230 staff completed the survey out of a possible 345 staff, for a 71.3% response rate.
- Average age of survey respondents: 44.1
- Gender of survey respondents: 76.9% women, 22.3% 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.

Preliminary and Advisory

- Race of survey respondents: 79.9% white, and 20.1% BIPOC
- The majority of respondents identify as Christian (60.2%), with another 32.9% identifying as agnostic/atheist or having no religious affiliation.
- A majority identify as liberal (68.4%), followed by moderate (20.4%) and conservative (11.1%).
- The majority of respondents identify as heterosexual (89.4%), with another 10.6% identifying as either gay/lesbian or other sexual orientation.
- 8.1% of staff reported having a disability.
- Nearly 42% of respondents have bachelor's degrees, and 47.2% have post-graduate degrees.

Perceptions of the Ann Arbor Campus Overall – Census Data

- 48.7% of staff respondents said they were satisfied/very satisfied with the campus climate (vs. 53.7% U-M wide)
 - Fewer African-American/Black (39.1%) respondents agree
 - Nearly 60% of men respondents said they were satisfied/very satisfied with the campus climate, while that number was lower for women (45.9%).
- **Compared to 2017 data**, the overall perception of satisfaction with the campus climate decreased by 21%.
- 25.8% of staff indicated being very dissatisfied/dissatisfied (vs. 17.9% U-M wide).

Perceptions of Primary Work Unit Climate

- 55.2% of respondents said they were satisfied/very satisfied with the climate in their primary work unit (vs. 65.1% U-M wide)
 - More men (63.1%) agree than women (53.1%).
 - More Asian-American/Asian respondents (61.5%) agree
 - Fewer African/American respondents (43.5%) agree
- **Compared to 2017 data**, the overall perception of satisfaction with the work unit climate decreased by 19%.
- 24.6% of staff indicated being very dissatisfied/dissatisfied (vs. 19.5% U-M wide).
 - More Asian-American/Asian respondents (38.5%) report being dissatisfied/very dissatisfied.
 - More African/American respondents (30.4%) report being dissatisfied/very dissatisfied.
- Respondents rated their work unit on a number of factors related to climate on a five-point scale. Across Ross, staff experience their primary work unit as non-racist (4.0), non-homophobic

(4.4), friendly (4.2), respectful (4.1), supportive (4.0), welcoming (4.1), and non-transphobic (4.2). However, they also did not find the climate diverse (3.0).

- Overall 18.3% of Ross staff report feeling discriminated against in their work unit in the past 12 months.
- While 15.5% of White respondents report feeling discriminated against, 30.4% of BIPOC respondents report the same.
- Nearly 20% of women report feeling discriminated against in their work unit while 11.5% of men report the same.
- **Compared to 2017 data**, the overall perception of feeling discrimination within the work unit increased by 7%.
- Looking at the Unit Total data, the most common experiences of discrimination for Ross staff overall relate to sex (18.4%), age (16.2%), political orientation (11.5) and social class (11.5%) and race or ethnicity (11.4%), followed by relationship status (10.5%), and gender identity (8.3%).
- Looking at the discrimination data by various subgroups shows that:
 - **African-American/Black (39.1%) and Asian-American/Asian (38.5%) respondents are more likely to have experienced one or more discriminatory event based on their race/ethnicity in the past 12 months.**
 - Asian-American/Asian respondents (53.8%) also report the highest level of discrimination due to their national origin within the unit.
 - BIPOC respondents (39.1%) report experiencing a discriminatory event in the past 12 months due to their race or ethnicity (39.1%), sex (23.9%), national origin (19.6%), social class (13.3%) and age (13%).

Perceptions of Primary Work Unit – Specific Characteristics

Commitment to DEI

- 59.7% of staff believe their unit has a strong commitment to DEI (vs 67.1% U-M wide)
 - Fewer African-American/Black (34.8%) respondents agree
 - Fewer Asian-American/Asian (38.5%) respondents agree
- 6.1% of staff there is too much emphasis on DEI at U-M (vs 10.6% U-M wide)

Sense of Belonging

- 68.8% of staff feel valued as an individual (vs. 69.3% U-M wide)
 - Fewer African-American/Black (69.6%) respondents agree
 - Fewer Asian-American/Asian (61.5%) respondents agree
- 71.7% of staff feel they belong (vs. 71.3% U-M wide)

Preliminary and Advisory

- Fewer African-American/Black (60.9%) respondents agree
 - Fewer Asian-American/Asian (61.5%) respondents agree
- 57.9% of staff have found one or more communities where they feel they belong in their unit (vs. 53.3% U-M wide)
 - Fewer African-American Black (39.1%) respondents agree
 - Fewer Asian-American/Asian (34.5%) respondents agree
- 78.9% of staff feel they are treated with respect (vs. 76% U-M wide)
 - Fewer African-American/Black (73.9.5%) respondents agree
 - Fewer Asian-American/Asian (58.3%) respondents agree
- 21.6% of staff have considered leaving because they don't feel welcome in their unit (vs. 18% U-M wide)
 - More African-American/Black (26.1%) respondents agree

Contribution and Empowerment

- 25.9% staff believe they have to work harder than others to be valued (vs. 22.2% U-M wide)
 - More African-American/Black (39.1%) respondents agree
- 17.3% of staff feel others don't value their opinions (vs. 18.1% U-M wide)
 - More African-American/Black (26.1%) respondents agree
- 70.5% of staff feel their ideas are seriously considered (vs. 64.2% U-M wide)
 - Fewer African-American/Black (56.5%) respondents agree
 - Fewer Asian-American/Asian (61.5%) respondents agree
 - More men (80.4%) respondents agree
- 61.5% of staff agree they have a voice in the decision-making that affects their work (vs. 58.3% U-M wide)
 - Fewer African-American/Black (52.2%) respondents agree
 - Fewer Asian-American/Asian (53.8%) respondents agree
 - More men (70.6%) respondents agree
- 36.9% feel the workload is fairly and equitably distributed (vs. 48.1% U-M wide)
 - **More African-American/Black (43.5%) respondents agree**
 - More men (51%) respondents agree

Support and Development

- 54.4% of staff feel they have equal opportunities for success (vs. 61.7% U-M wide)

Preliminary and Advisory

- Fewer African-American/Black (47.1%) respondents agree
- 54.4% of staff feel they're able to perform up to their full potential (vs. 61.1% U-M wide)
 - Fewer African-American/Black (47.8%) respondents agree
 - Fewer Asian-American/Asian (38.5%) respondents agree
 - More men (62.6%) respondents agree
- 57.5% of staff have experienced positive professional growth in their unit (vs. 64.8% U-M wide)
 - Fewer African-American/Black (47.8%) respondents agree
 - Fewer Asian-American/Asian (46.2%) respondents agree
- 40.8% of staff believe their unit provides sufficient resources to foster the success of a diverse staff (vs. 51.8% U-M wide)
 - Fewer African-American/Black (26.1%) respondents agree
 - Fewer women (36.8%) agree than men (80.4%)
- 51.8% of staff believe support is provided equitably (vs. 53.8% U-M wide)
 - Fewer African-American/Black (39.1%) respondents agree
 - More men (66.7%) respondents agree

Recognition

- 20.4% believe processes for determining compensation are equitable (vs. 38.6% U-M wide)
 - Fewer BIPOC (15.5%) respondents agree
- 29.6% feel rewards for work performance are distributed fairly (vs. 39.5% U-M wide)
 - Fewer African-American/Black (21.7%) respondents agree
 - More men (39.2%) respondents agree

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

- 34.1% of respondents rated being very satisfied/satisfied with the **current DEI climate at U-M** overall (vs. 45.1% U-M wide):
 - Fewer African-American/Black (26.1%) respondents agree
 - **18.5% of respondents are very dissatisfied/dissatisfied with the current DEI climate at U-M (vs. 12.2% U-M wide)**
 - **34.8% African-American/Black respondents are very dissatisfied/dissatisfied with the current DEI climate at U-M.**
- 37.4% of respondents rated being very satisfied/satisfied with the **current DEI climate at Ross** (vs. 51.3% U-M wide):
 - More men (46.2%) agree than women (34.7%).
 - Fewer BIPOC respondents (23.9%) agree than white respondents (39.8%).

- o Fewer African-American/Black (less than 27.3%) respondents agree
- o **23.9% of respondents are very dissatisfied/dissatisfied with the current DEI climate at Ross (vs. 13.4% U-M wide)**
 - **43.5% African-American/Black 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

- 51.7% 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. 57.6% U-M wide):
 - o Fewer BIPOC respondents (35%) agree.
 - o Fewer African-American/Black (31.6%) respondents agree
- 44.8% 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. 49.8% U-M wide):
 - o Fewer BIPOC respondents (29.3%) agree
 - o Fewer African-American/Black (31.6%) respondents agree
 - o 10.5% respondents rate the current DEI climate at Ross much worse/somewhat worse (vs. 8.7% U-M wide)
 - BIPOC (17.1%) respondents rate the current DEI climate at Ross much worse/somewhat worse (vs. 8.7% U-M wide)