

Michigan Tech Diversity Council

2018-2019

Diversity Council tasks for 2018-2019

- Develop priorities for action from the 2018 Climate Survey
 - Action items and recommendations will be delivered to President's Council at end of Fall semester 2018
 - Diversity Council meetings are open to public; schedule, agendas, and minutes available at: <https://www.mtu.edu/diversity/council/>
- Harmonize diversity literacy training requirement policies (hiring and T&P committees)
- Work with Senate on policies for using end-of-semester student evaluations of teaching
- Evaluate effectiveness of:
 - Legal Aspects of Hiring training (Institutional Equity)
 - Diversity Literacy training (Provost)

2018 Climate Study: Identification of Priorities

- Executive Summary, Full Report, and 200+ presentation slides available for download at: <https://www.mtu.edu/worklivelearn/>
- Diversity Council pulling priorities highlighted in the Executive Summary and presentation
 - Identify initial set of priorities
 - Solicit feedback from campus community about priorities (open forums, meetings with organizations, surveys)
 - Revise priorities, gather additional information if necessary
 - Fine-resolution information from Institutional Analysis
 - Develop recommendations for action
 - Deliver ranked priorities and action recommendations to President's Council

2018 Climate Study: Priorities

- Lack of training for department chairs and deans, staff supervisors
 - General distrust, poor leadership practices
 - Personnel management
 - Hiring, promotion, tenure
 - Mentoring
 - Addressing harassment, exclusion, and bullying
 - Budget/resources management
 - Disparity of resources and support
- Nepotism/cronyism in hiring and promotion, lack of advancement opportunities
 - Personnel decisions based on family relations, friendships
 - How to distinguish dual hire programs

2018 Climate Study: Other Priorities

- Lack of adequate child care
- Lack of support for students with disabilities
- Excessive workloads for staff (not replacing staff, distributing workload onto existing staff)
- Excessive service commitments for faculty

2018 Climate Study:
What is the campus climate?

Response Rates by Employee Position

94%

• Academic Admin w/Faculty Rank ($n = 30$)

53%

• Staff/Admin w/o Faculty Rank ($n = 678$)

46%

• Faculty ($n = 221$)

Response Rates by Gender Identity

35%

• Women ($n = 979$)

21%

• Men ($n = 1,353$)

N/A

• Transspectrum ($n = 30$)

Response Rates by Student Position

25%

• Graduate ($n = 348$)

19%

• Undergraduate ($n = 1,132$)

Response Rates by Racial Identity

91%

• Asian/Asian American ($n = 173$)

27%

• White/European American ($n = 1,934$)

15%

• Additional People of Color ($n = 132$)

N/A

• Multiracial ($n = 103$)

Comfort with Climate Examples

Overall Campus (83%)

- Asian/Asian American respondents less comfortable than other groups by racial identity
- LGBTQ respondents less than Heterosexual respondents
- Low-Income less than Not-Low-Income Student respondents

Department/ School/Work Unit (76%)

- Faculty and Staff less than Administrator with Faculty Rank respondents
- Union Staff less than Non-Union Staff respondents

Classroom (84%)

- Women less than Men Faculty and Student respondents
- Faculty and Student Respondents with a Single and Multiple Disabilities less than those with No Disability



Qualitative Themes
Experienced Exclusionary Conduct

Employees: Hostile supervisors

Employees: Treatment as second-class-citizens

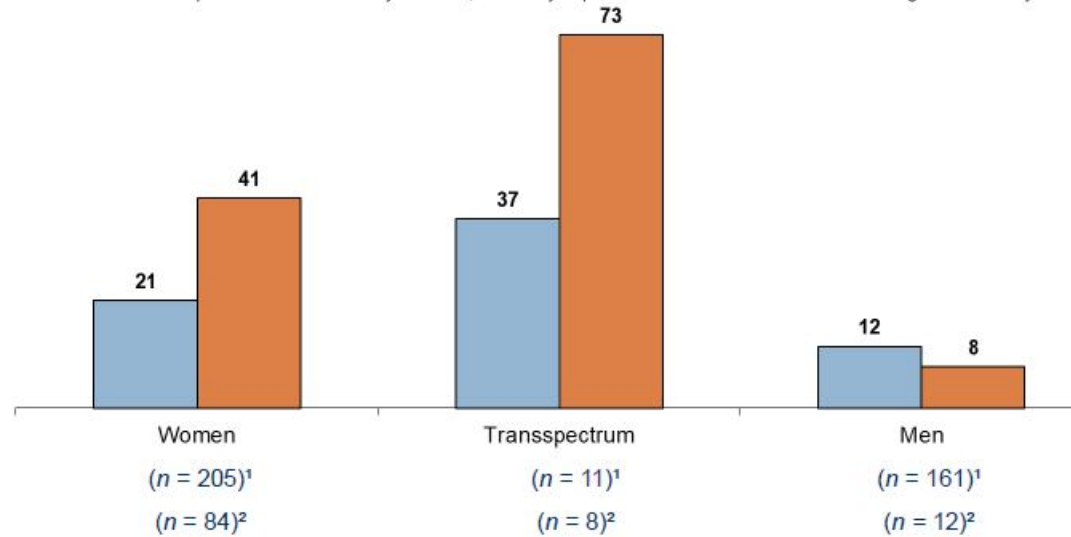
Students: Conduct directed towards women and other minorities

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

16% ($n = 389$) indicated that they had experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassed) conduct at Michigan Tech within the past year

Personal Experiences of Exclusionary Conduct as a Result of Gender Identity (%)

- Overall experienced conduct¹
- Of those who experienced exclusionary conduct, said they experienced conduct as a result of their gender identity²



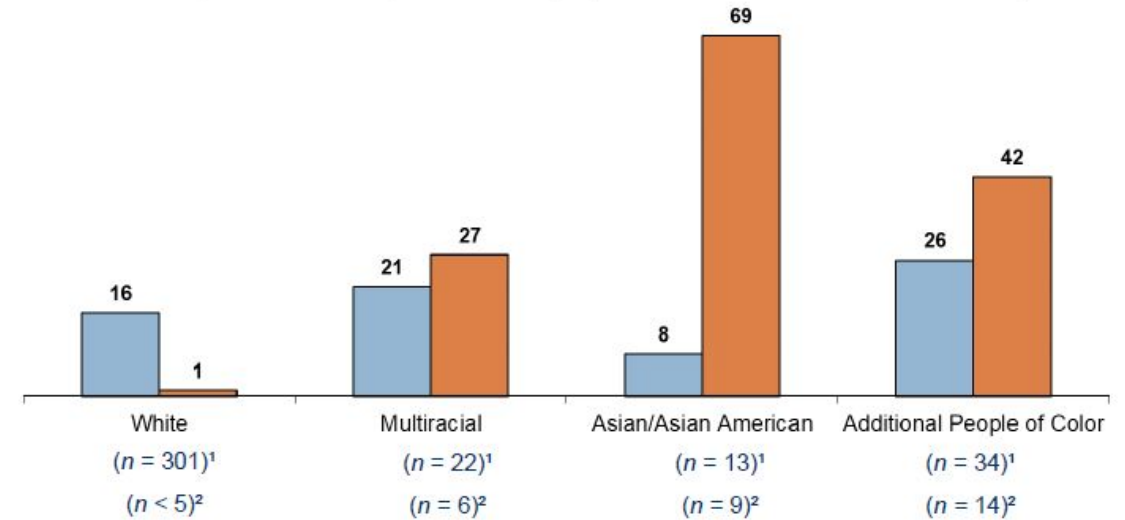
¹ Percentages are based on total n split by group.

² Percentages are based on n split by group for those who believed they had personally experienced this conduct.

73

Personal Experiences of Exclusionary Conduct as a Result of Racial Identity (%)

- Overall experienced conduct¹
- Of those who experienced exclusionary conduct, said they experienced conduct as a result of their racial identity²



¹ Percentages are based on total n split by group.

² Percentages are based on n split by group for those who believed they had personally experienced this conduct.

75

Top Facilities Barriers for Respondents with Disabilities

Facilities	<i>n</i>	%
Classrooms, labs (including computer labs)	34	13.1
Campus transportation/parking	30	11.7
Classroom buildings	30	11.6
Temporary barriers due to snow and ice	22	8.6
Athletic and recreational facilities	21	8.0

Note: Table reports only responses from individuals who indicated on the survey that they had a disability (*n* = 276).

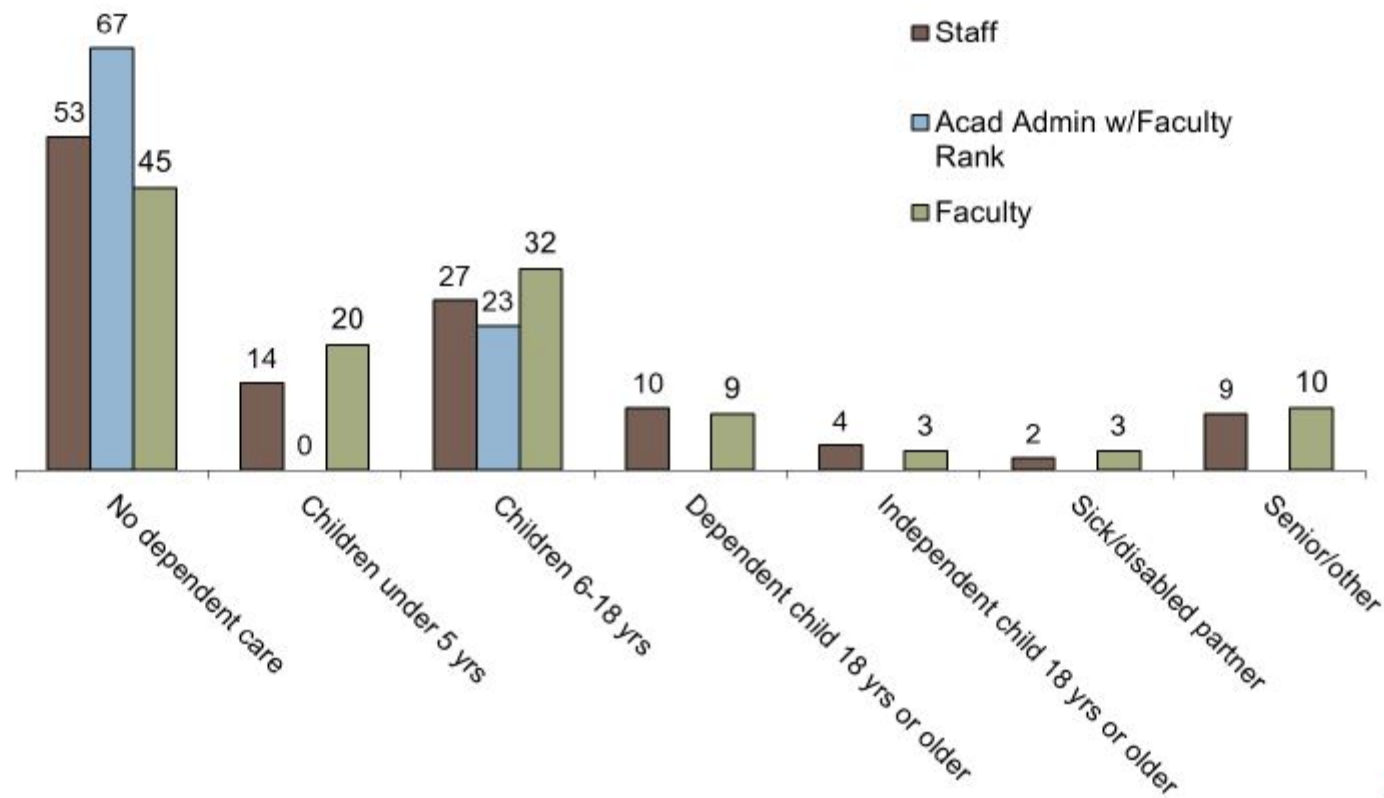
88

11% (*n* = 276) of Respondents Had a Condition that Influenced Their Learning, Living, or Working Activities

Top conditions	<i>n</i>	%
Mental health/psychological condition	133	48.2
Learning difference/language processing disorder	78	28.3
Chronic medical condition	65	23.6

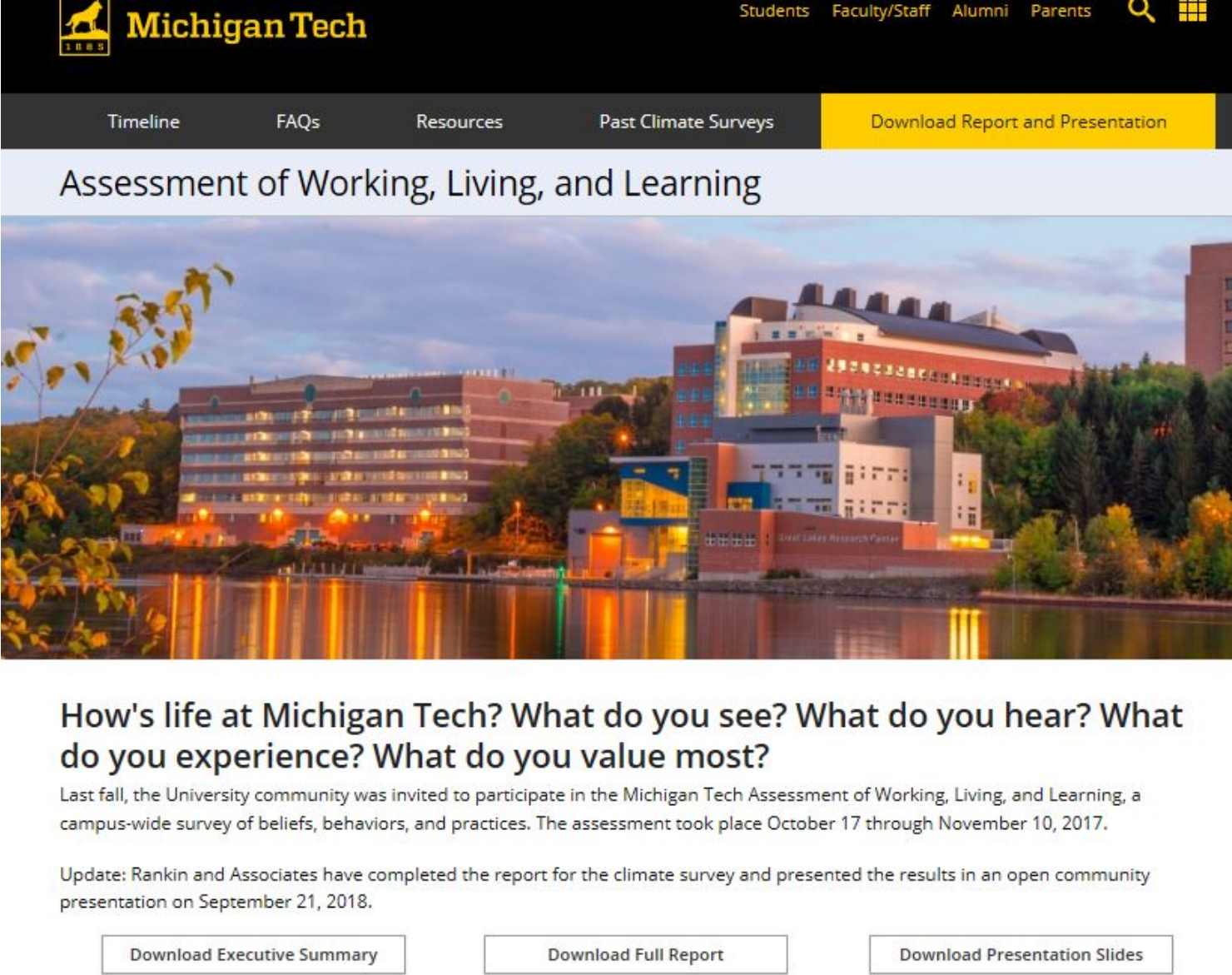
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Employee Respondents by Caregiving Responsibilities (%)



Please:


- Review the climate study documents
 - www.mtu.edu/worklivelearn
- Think about priorities/areas of improvement
- Contact the Diversity Council!



Michigan Tech Students Faculty/Staff Alumni Parents

Timeline FAQs Resources Past Climate Surveys **Download Report and Presentation**

Assessment of Working, Living, and Learning



How's life at Michigan Tech? What do you see? What do you hear? What do you experience? What do you value most?

Last fall, the University community was invited to participate in the Michigan Tech Assessment of Working, Living, and Learning, a campus-wide survey of beliefs, behaviors, and practices. The assessment took place October 17 through November 10, 2017.

Update: Rankin and Associates have completed the report for the climate survey and presented the results in an open community presentation on September 21, 2018.

[Download Executive Summary](#) [Download Full Report](#) [Download Presentation Slides](#)