Chapter 7  Diversity

Goals
The University of Michigan is a firm proponent of the educational value provided by a diverse, multicultural and inclusive campus community. Although the U.S. Supreme Court ruling in 2003 on the Admissions lawsuits and the 2006 passage of Proposal 2 in the State of Michigan put limits on the University’s actions, the U-M remains committed to fostering racial, ethnic, gender and socio-economic diversity at the institution by all legal means possible.

Overview
The University administers an annual survey of undergraduate students, the University of Michigan Asks You (UMAY) survey. Several questions probe the campus climate with regard to feelings of respect for race/ethnicity, political and religious views, and gender and sexual orientation. Charts summarizing student responses from 2009-2011 and 2013 for these questions are included in this chapter.

Several charts are included to portray the racial/ethnic and gender composition of University of Michigan students. Among U-M’s graduate academic students, international students make up a large fraction, including half of the students enrolled in the physical sciences or engineering.

Male students predominate in the physical sciences or engineering, while female students make up about three-fifths of those in other graduate disciplines.

Starting in 2010, the federal requirements for reporting race/ethnicity changed in order to provide a somewhat more complete profile of the higher education community. Universities are now required to ask whether non-Hispanic individuals have two or more race/ethnic affiliations and then further separate these into those with at least one affiliation as an Under-Represented Minority. Throughout this chapter, the race/ethnic charts provide data when available on the “Two or More URM” and “Two or More Non-URM” groups, which is currently limited to 2010-2012. (URM in the legend stands for “under-represented minority.”)

For more information
Diversity, Equity & Inclusion web site

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About 21 percent of the campus community is an ethnic or racial minority and 11 percent is international.

**7.1.1 Race and Ethnicity Distribution of the Ann Arbor Campus Community, Fall 2015.**

SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System); U.S. Census Bureau.

The numbers in parentheses are the category headcounts.

“Instructional Faculty” includes tenured/tenure-track faculty and lecturers. “Other Academic” includes clinical and research faculty, all supplemental faculty, not on track faculty, emeritus faculty and research fellows. “All Faculty” includes instructional faculty and other academic, excluding research fellows (post-docs).

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic individuals who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American. “Two or More non-URM” represents individuals who identified two or more ethnicities and none were under-represented minorities.

The University is regularly among the schools hosting a large number of international students. In the most recent tally of international enrollments for 2013-14, U-M ranked 5th in the nation.1

The student body is 48 percent female, the faculty is 42 percent female, and the staff is 61 percent female.

### 7.1.2 Gender Distribution of the Ann Arbor Campus Community, Fall 2015.

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates</td>
<td>14,298 (51%)</td>
<td>7,018 (46%)</td>
<td>21,316</td>
</tr>
<tr>
<td>Graduate &amp; Professional</td>
<td>8,321 (54%)</td>
<td>4,997 (46%)</td>
<td>13,318</td>
</tr>
<tr>
<td>Instructional Faculty</td>
<td>2,473 (62%)</td>
<td>1,240 (38%)</td>
<td>3,713</td>
</tr>
<tr>
<td>Other Academic</td>
<td>1,337 (55%)</td>
<td>637 (45%)</td>
<td>1,974</td>
</tr>
<tr>
<td>Staff</td>
<td>5,567 (39%)</td>
<td>8,772 (61%)</td>
<td>14,339</td>
</tr>
<tr>
<td>All Students</td>
<td>22,619 (62%)</td>
<td>14,032 (38%)</td>
<td>36,651</td>
</tr>
<tr>
<td>All Faculty</td>
<td>3,987 (58%)</td>
<td>2,856 (42%)</td>
<td>6,843</td>
</tr>
<tr>
<td>All Campus</td>
<td>32,996 (59%)</td>
<td>33,204 (41%)</td>
<td>66,199</td>
</tr>
</tbody>
</table>

SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System).

The numbers in parentheses are the category headcounts; numbers within the columns are subset headcounts. Category definitions are the same as for chart 7.1.1.
While total undergraduate enrollment has increased 11 percent over the last decade, no large changes in the race/ethnicity profile of undergraduate students have occurred.

7.2.1 Race and Ethnicity Distribution of Undergraduate Students, Fall 2005-15.

SOURCE: U-M Student Data Sets.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later (data to the right of dotted line). Prior to 2010, students of multiple races/ethnicities were required to select a single race/ethnicity category or unknown.

“Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.
There is little change in the gender profile of undergraduate students during the last decade, which has been split nearly 50-50.

7.2.2 Gender Distribution of Undergraduate Students, Fall 2005-15.

During the last decade, the proportion of female undergraduates was highest in Fall 2005 at 50.6% and highest for males in Fall 2012 at 51.2%. Nationally, the gender split for undergraduate students at degree-granting colleges and universities is 56.5 percent female and 43.5 percent male.²

² Digest of Education Statistics, Table 303.10, NCES 2014 Tables and Figures.
The fraction of U-M in-state undergraduate from families with annual incomes of $50,000 or less has grown slightly over the last decade, primarily among in-state students.

7.3 U-M Undergraduates by Family Income, Adjusted for Inflation\(^3\), and by In-State/Out-of-State Status, Fall 2004-14

Family income is based on data reported on the Free Application for Federal Student Aid (FAFSA), the online form that college students must complete to be considered for financial aid.

\(^3\) Based on FY2015 U.S. Consumer Price Index.
Ninety percent of all undergraduate students say they “belong” at the U-M; a somewhat smaller fraction of under-represented minority and international students feel similarly.

7.4.1 Responses to “I feel that I belong at this campus,” 2009-11, 2013.

7.4.2 Responses to “Students are respected here regardless of their race or ethnicity,” 2009-11, 2013.

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.
More than 85 percent of undergraduates feel free to express political beliefs on campus. Minority and majority students express similar feelings on these questions.

7.4.3 Responses to “I feel free to express my political beliefs on campus,” 2009-11, 2013.

7.4.4 Responses to “Students are respected here regardless of their political beliefs,” 2009-11, 2013.

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.
Nearly 90 percent of undergraduates feel free to express religious beliefs on campus.

7.4.5 Responses to “I feel free to express my religious beliefs on campus,” 2009-11, 2013.

7.4.6 Responses to “Students are respected here regardless of their religious beliefs,” 2009-11, 2013.

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.
A smaller percentage of under-represented minority undergraduate students compared to all undergraduates and other student sub-groups say they believe students are respected regardless of socio-economic status.

7.4.7 Responses to “Students are respected here regardless of their economic or social class,” 2009-11, 2013.

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.
More than 90 percent of male and female students say they believe students on campus are respected regardless of gender.

7.4.8 Responses to “Students are respected here regardless of their gender,” 2009-11, 2013.

7.4.9 Responses to “Students are respected here regardless of their sexual orientation,” 2009-11, 2013.

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.

“LGBQ” includes students who self-identify as lesbian, gay, bisexual, queer or questioning.
Racial or ethnic minorities currently comprise about one-fifth of graduate and professional students. International students account for another one-fourth of the graduate and professional student population.

### 7.5.1 Race and Ethnicity Distribution of Graduate and Professional Students, Fall 2005-15.

**SOURCE:** U-M Student Data Sets.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later (data to the right of dotted line). Prior to 2010, students of multiple races/ethnicities were required to select a single race/ethnicity category or unknown.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.

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4 A list of U-M professional degree programs is found in Appendix D.
Females have comprised about 45 percent of the total graduate and professional student population for the last decade.

7.5.2 Gender Distribution of Graduate and Professional Students, Fall 2005-15.

SOURCE: U-M Student Data Sets.

5 A list of U-M professional degree programs is found in Appendix D.
Racial and ethnic diversity among students pursuing academic Master’s and Ph.D. degrees is relatively stable, although the fraction of all graduate students who self-identify as white dropped below 50 percent for the first time in 2014.

7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline\(^6\), Fall 2004-14.

![Graph showing race and ethnicity distribution of graduate academic students by broad discipline from 2004 to 2014.](image)

**SOURCE:** U-M Student Data Sets.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later (data to the right of the dotted line in each block of columns). Prior to 2010, students of multiple races/ethnicities were required to select a single race/ethnicity category or unknown.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.

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\(^6\) A list of the disciplines assigned to each category is found in Appendix C.
Three-quarters of graduate students enrolled in the physical sciences or engineering are male. In other disciplines, there is more balance between genders.

7.5.4 Gender Distribution of Graduate Academic Students by Broad Discipline, Fall 2004-14.

A list of disciplines assigned to each category is found in Appendix C.
Under-represented minority students make up about 10 percent of U-M’s professional degree enrollment.

7.5.5 Race and Ethnicity Distribution of Graduate Professional Students by Program, Fall 2004-14.

SOURCE: U-M Student Data Sets.

The U-M awards graduate professional degrees in 11 disciplines. The “Other Professional” category includes programs in Dentistry, Pharmacy, Public Health, Nursing, Architecture, Engineering, Information\(^8\), Music and some jointly sponsored degree programs.

Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later (data to the right of the dotted line in each block of columns). Prior to 2010, students of multiple races/ethnicities were required to select a single race/ethnicity category or unknown.

URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.

\(^8\) The School of Information Master of Science in Information (M.S.I.) became a professional degree program in 2010.
M.B.A students are three-quarters male, while females comprise 45-50 percent of students in M.D. and Law programs.

7.5.6 Gender Distribution of Graduate Professional Students by Program\(^9\), Fall 2004-14.

SOURCE: U-M Student Data Sets.

\(^9\) A list of U-M professional degree programs is found in Appendix D