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 put limits on the University’s actions, the U-M remains committed to fostering racial, ethnic, gender and socioeconomic 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 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 predominate in the physical sciences or engineering, while female students make up about three-fifths of those in other graduate disciplines.

We turned to data collected for the federally sponsored Survey of Earned Doctorates to examine how the pool of under-represented minority and female Ph.D. graduates translates into new hires of assistant professors at the University of Michigan. Overall, the U-M hires similar, but lower, proportions of under-represented minority and female assistant professors in most discipline groups, suggesting that more needs to be done if the institution hopes to increase the diversity of the faculty.

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 Matters at Michigan
www.diversity.umich.edu

Diversity at Michigan Timeline
bentley.umich.edu/exhibits/umtimeline/diversity.php

Diversity Legal Issues: Admissions Lawsuits, “Proposal 2,” Same-Sex Benefits
http://www.diversity.umich.edu/legal/

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About 22 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 2012.

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 students who identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American.

The University is among the top ten schools in the nation for enrollment of international students.¹

The student body is 48 percent female, the faculty is 41 percent female, and the staff is 63 percent female.

### 7.1.2 Gender Distribution of the Ann Arbor Campus Community, Fall 2012.

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates (27,979)</td>
<td>13,643</td>
<td>13,336</td>
<td>27,000</td>
</tr>
<tr>
<td>Graduate &amp; Professional (15,447)</td>
<td>7,046</td>
<td>8,401</td>
<td>15,400</td>
</tr>
<tr>
<td>Instructional Faculty (3,852)</td>
<td>1,399</td>
<td>2,453</td>
<td>3,850</td>
</tr>
<tr>
<td>Other Academic (3,365)</td>
<td>1,764</td>
<td>2,218</td>
<td>3,365</td>
</tr>
<tr>
<td>Staff (13,506)</td>
<td>8,466</td>
<td>5,040</td>
<td>13,506</td>
</tr>
<tr>
<td>All Students (43,426)</td>
<td>20,689</td>
<td>22,737</td>
<td>43,426</td>
</tr>
<tr>
<td>All Faculty (6,683)</td>
<td>3,956</td>
<td>2,726</td>
<td>6,683</td>
</tr>
<tr>
<td>All Campus (64,769)</td>
<td>32,318</td>
<td>32,448</td>
<td>64,769</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.
There is little change in the race/ethnicity profile of undergraduate students during the last decade.

### 7.2.1 Race and Ethnicity Distribution of Undergraduate Students, Fall 2002-12.

Source: U-M Student Data Sets.

Data for students who identify as Hawaiian or Two or More URM/non-URM is only available for 2010 and later. Prior to 2010, students of multiple races/ethnicities were required to select a single race/ethnicity category or unknown.
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 2002-12.

During the last decade, the proportion of female undergraduates was highest in Fall 2003 at 51.2% and highest for males in Fall 2012 at 51.2%. Nationally, the gender split for full-time undergraduate students is about 55 percent female and 45 percent male.²

A growing fraction of U-M undergraduates students come from families with annual incomes of $100,000 or more.

7.3 U-M Freshmen by Family Income and Geographic Origin, Fall 2004-11.

SOURCE: U-M Division of Student Affairs/Cooperative Institutional Research Program (CIRP) Survey.

Family income is based on self-reports by students.
More than 80 percent of all students say they feel a sense of belonging on campus, but under-represented minority and international students, however, feel somewhat less comfortable.

**7.4.1 Response to “I feel that I belong at this campus.”**

**7.4.2 Response to “Students are respected here regardless of their race or ethnicity.”**

SOURCE: University of Michigan Asks You (UMAY) undergraduate survey.
More than 85 percent of students feel free to express political beliefs on campus. There is little difference in responses by minority and majority students on these questions.

### 7.4.3  Response to “I feel free to express my political beliefs on campus.”

### 7.4.4  Response to “Students are respected here regardless of their political beliefs.”

**SOURCE:** University of Michigan Asks You (UMAY) undergraduate survey.
Nearly 90 percent of students feel free to express religious beliefs on campus. There are only small differences among student sub-groups in their responses to these questions.

7.4.5 Response to “I feel free to express my religious beliefs on campus.”

7.4.6 Response to “Students are respected here regardless of their religious beliefs.”

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

7.4.7 Response to “Students are respected here regardless of their economic or social class.”

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 Response to “Students are respected here regardless of their gender.”

7.4.9 Response to “Students are respected here regardless of their sexual orientation.”

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

In these charts, the number below each column is the total number of responses from that group in the year shown. “LGBQ” includes students who self-identify as lesbian, gay, transgender or queer.
Racial or ethnic minorities comprise about one-fourth of graduate and professional students. International students are another one-fourth of the graduate and professional student population.

7.5.1 Race and Ethnicity Distribution of Graduate and Professional Students, Fall 2002-12.

SOURCE: U-M Student Data Sets.

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.

3 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\textsuperscript{4} Students, Fall 2002-12.

SOURCE: U-M Student Data Sets.

\textsuperscript{4} A list of U-M professional degree programs is found in Appendix D.
Racial and ethnic diversity among student pursuing academic Master’s and Ph.D. degrees is relatively stable.

7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline\(^5\), Fall 2001-11.

\(^5\) 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 2001-11.

SOURCE: U-M Student Data Sets.

A list of disciplines assigned to each category is found in Appendix C.
Under-represented minority students make up between 10 and 20 percent of U-M's professional degree enrollment.

7.5.5 Race and Ethnicity Distribution of Graduate Professional Students by Program, Fall 2001-11.

SOURCE: U-M Student Data Sets.

The U-M awards graduate professional degrees in 11 disciplines. The “Other Professional” category includes Dentistry, Pharmacy, Public Health, a new Nursing program started in 2011, Architecture, Engineering, Information, and Music.

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7 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 student in M.D. and Law programs.

7.5.6 Gender Distribution of Graduate Professional Students by Program\(^8\), Fall 2001-11.

![Gender Distribution Chart]

SOURCE: U-M Student Data Sets.

\(^8\) A list of U-M professional degree programs is found in Appendix D.