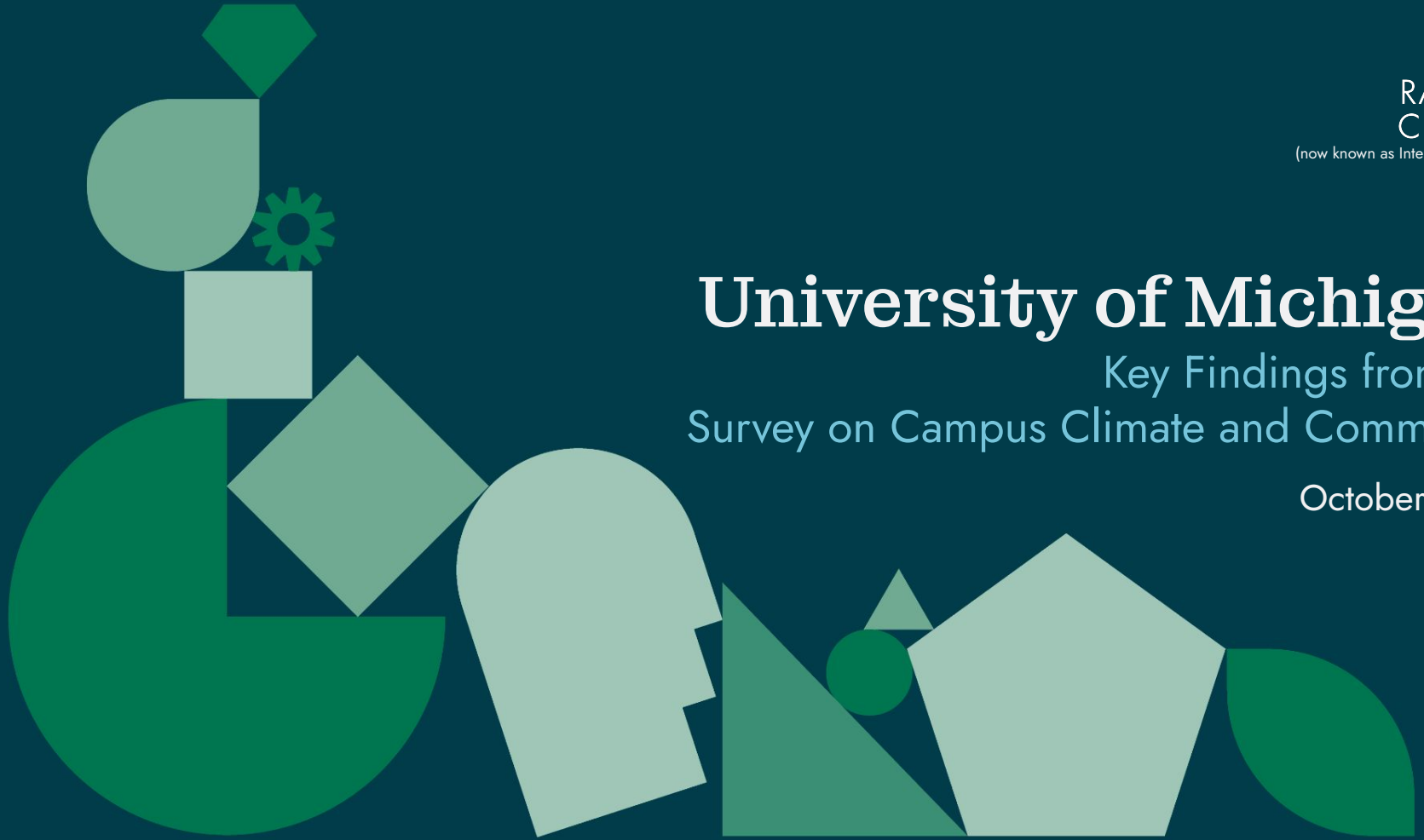
RANKIN CLIMATE
(now known as Interwoven Insights)



University of Michigan

Key Findings from the Survey on Campus Climate and Community

October 2026

Session at a Glance

40

Presentation

Introduction, response rates, and key findings

10

Community Engagement

What stood out you? How can U-M improve the campus climate?

10

Q&A

Clarifying questions

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Rankin Climate Project Team



Victoria Cabal, Ed.D.



Kevin Swartout, Ph.D.

Rankin Climate (now, Interwoven Insights) brings nearly 30 years of climate assessment experience, having completed over 300 engagements across institutions including Boston University, Dartmouth, Duke, Johns Hopkins, MIT, Maryland, New York University, & Vanderbilt.

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U-M Advisory Committee

- **Anlyn Addis -** Title VI Coordinator (ECRT)
- **Kelly Cruz -** Associate General Counsel
- **Susan Ernst -** Clinical Associate Professor, Chief of Gynecology & Medical Advisor to ECRT
- **Dana Elger -** Communications Manager (ECRT)
- **Christine Gerdes -** Special Counsel to the Provost
- **Laura Blake Jones -** Associate Vice President and Dean of Students
- **David Luke -** Assistant Vice Chancellor, Access and Opportunity, UM-Flint
- **Andrea McDaniel -** Director and Title IX Coordinator (ECRT), UM-Dearborn
- **Devon Redmond -** Project Manager, Office of the President
- **Rachel Roth Sawatzky (U-M PI) -** Assistant Director, PEAR, UM-Dearborn & UM-Flint Campus Prevention Lead (ECRT)
- **Lynnetta Smith -** Director of Awards, Committees and Projects, Office of the President
- **Tami Strickman -** Executive Director (ECRT) and Special Advisor to the President
- **Timothy Wood -** Assistant Vice President, Human Resources

Key Survey Definitions

Title VI	A federal law that protects people from discrimination based on race, color, or national origin (including actual or perceived ancestry) in any program or activity that receives federal funding.
Discrimination	Inequitable treatment or barriers (e.g., denying admission, restricting services, providing fewer resources, or enforcing policies that disproportionately disadvantage people of a certain race, color, or national origin).
Harassment	Unwelcome behavior (e.g., slurs, intimidation, repeated derogatory comments) that creates an environment so offensive it interferes with a person's ability to participate in or benefit from a program.
Racial Identity	A socially-constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.
Shared Ancestry	Refers to national origin, including actual or perceived ancestry or ethnic characteristics. A Title VI violation related to shared ancestry could include discrimination based on ethnic characteristics; physical, cultural, and linguistic traits; or customs and traditions linked to ancestral backgrounds.

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Scope of Title VI Harassment & Discrimination



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Survey Instrument

- 36 core questions sourced from Rankin Climate's library, reviewed for contextual appropriateness for the University of Michigan
- The survey assessed:
  - General perceptions of the campus climate
  - Opportunity & access
  - Sense of belonging
  - Personal experiences & observations of harassment or discrimination
  - Sense of safety on campus
  - Awareness of U-M policies, procedures, and resources
  - Bystander self-efficacy

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Response Rates



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Students

	UM-Ann Arbor	UM-Dearborn	UM-Flint	Overall
Undergraduate Students	**19%** (*n* = 1,042)	**17%** (*n* = 136)	**20%** (*n* = 151)	**19%** (*n* = 1,329)
Graduate Students	**22%** (*n* = 444)	**18%** (*n* = 38)	**21%** (*n* = 43)	**21%** (*n* = 525)

Note: Percentages may not sum to 100 due to rounding. Eight non-degree-seeking students from UM-Dearborn also participated.

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Employees

	UM-Ann Arbor	UM-Dearborn	UM-Flint	Michigan Medicine	Overall
Faculty	**36%** (*n* = 244)	**38%** (*n* = 29)	**41%** (*n* = 28)	**21%** (*n* = 113)	**32%** (*n* = 414)
Staff	**47%** (*n* = 945)	**44%** (*n* = 32)	**55%** (*n* = 36)	**22%** (*n* = 867)	**31%** (*n* = 1,880)

Note: Percentages may not sum to 100 due to rounding.

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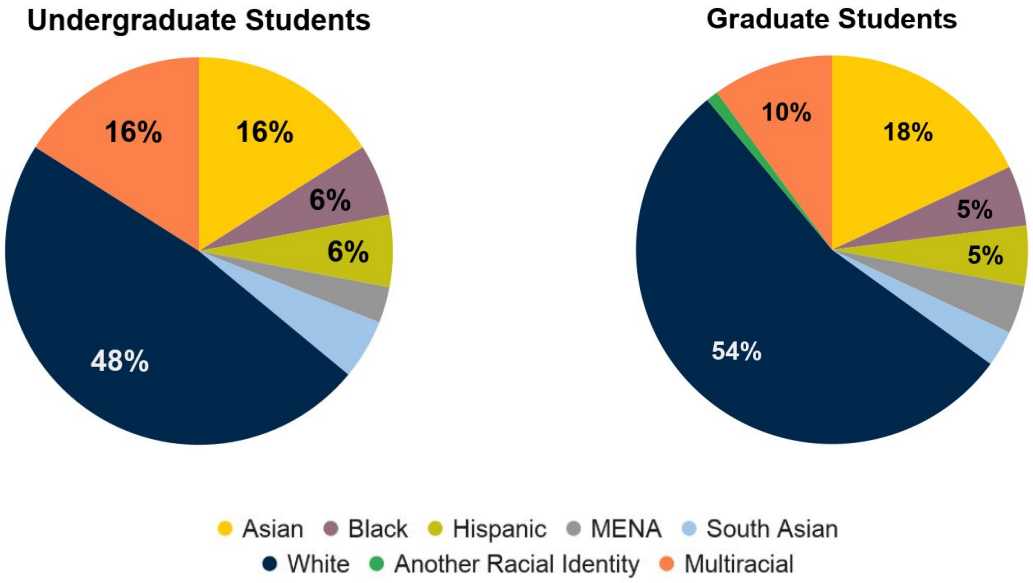
Participant Characteristics



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Students

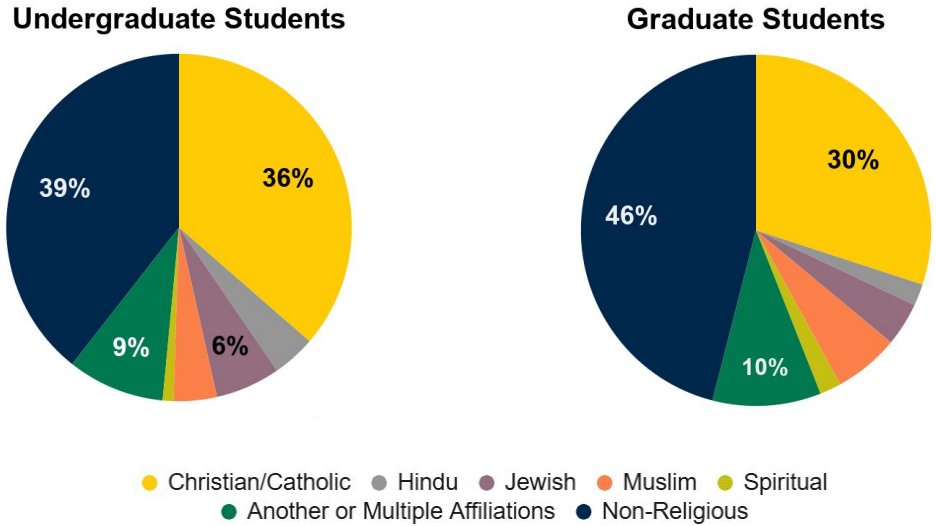
Race & Ethnicity



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Students

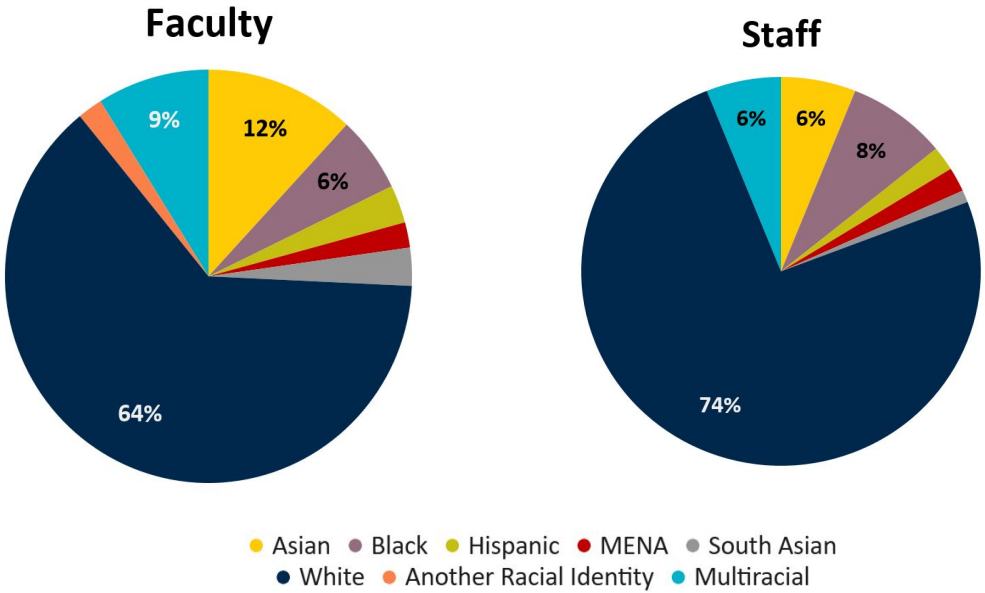
Religion & Spirituality



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Employees

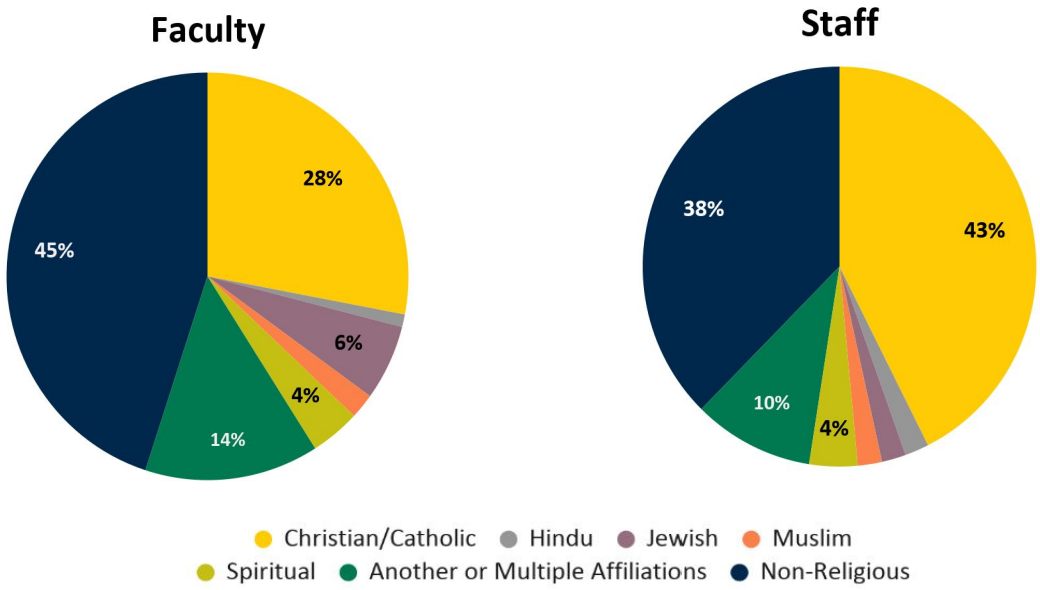
Race & Ethnicity



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Employees

Religion & Spirituality



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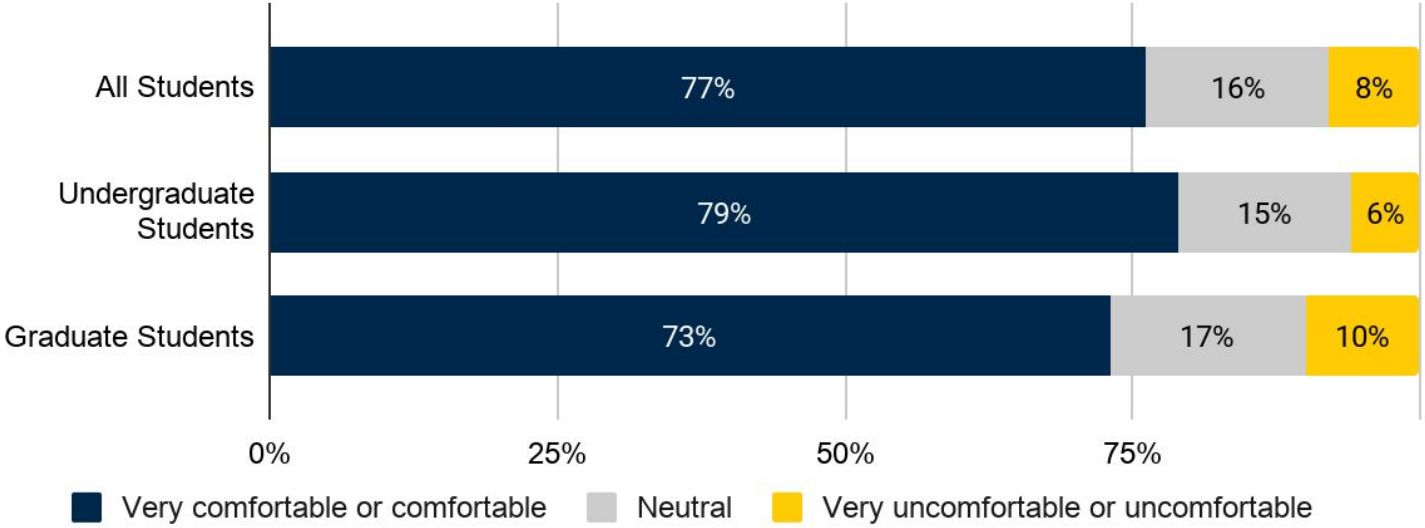
Key Findings from Students



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Students Comfort with Climate

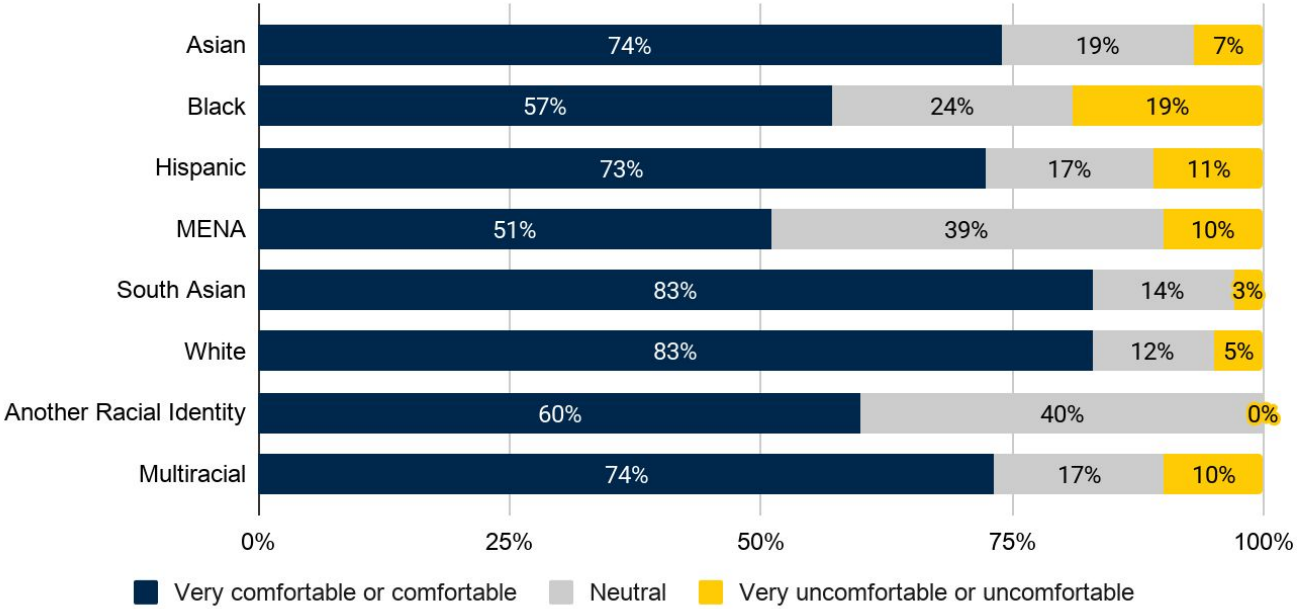
Overall, how comfortable are you with the climate at the University of Michigan?



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Students Comfort with Climate

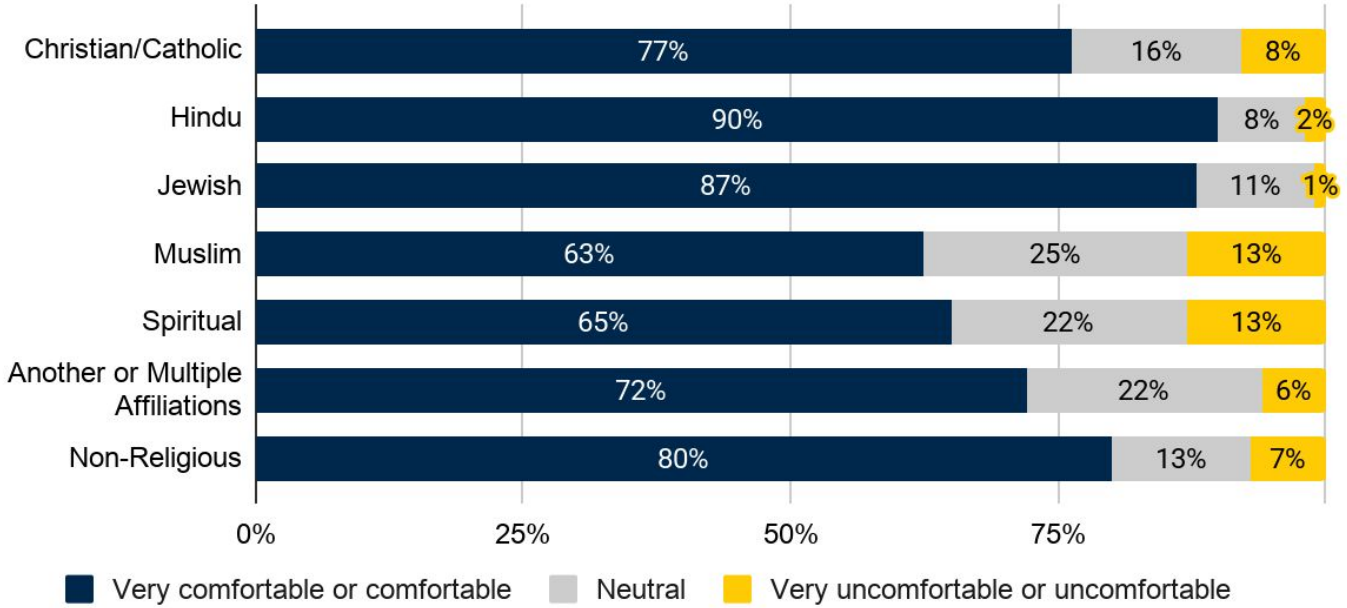
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Students Comfort with Climate

Overall, how comfortable are you with the climate at the University of Michigan?



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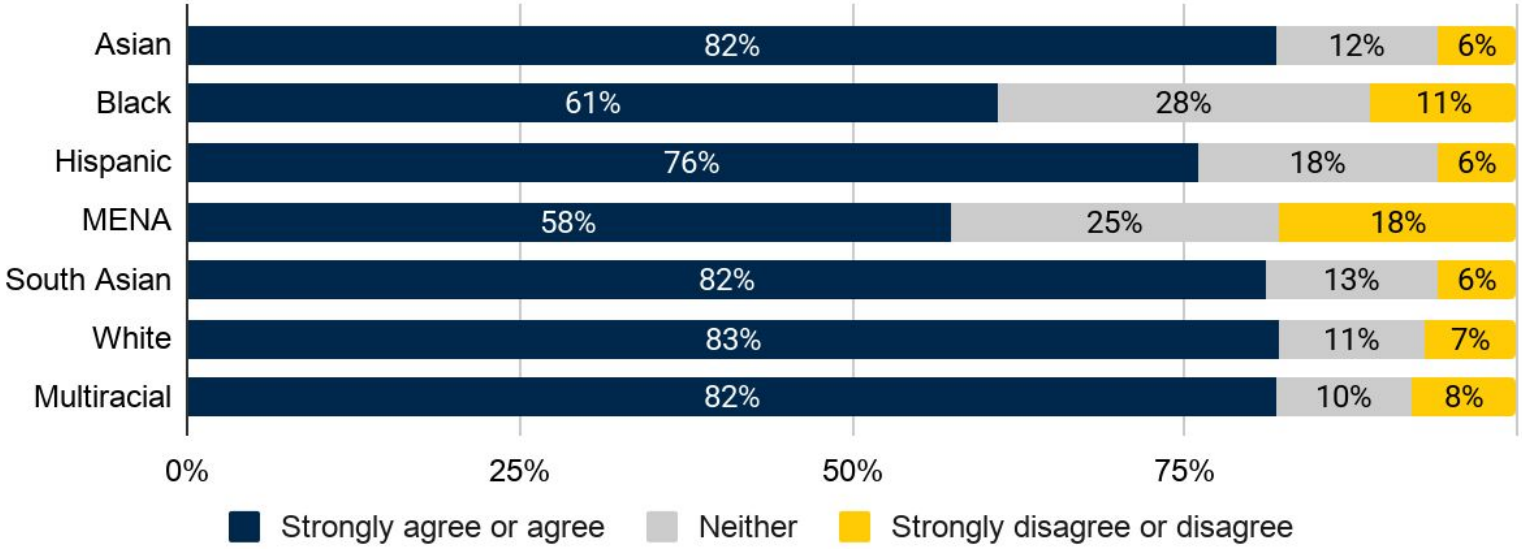
Students Freedom of Expression

	Strongly agree or agree	Neither agree nor disagree	Strongly disagree or disagree
It is safe for me to express my identity at the University of Michigan.	**79%** (*n* = 1,113)	**13%** (*n* = 185)	**8%** (*n* = 105)
I feel free to express my personal views at the University of Michigan without fear of professional or social consequences.	**64%** (*n* = 901)	**16%** (*n* = 220)	**20%** (*n* = 285)
I feel free to express my political views at the University of Michigan without fear of professional or social consequences.	**48%** (*n* = 669)	**21%** (*n* = 301)	**31%** (*n* = 433)

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Students Freedom of Expression

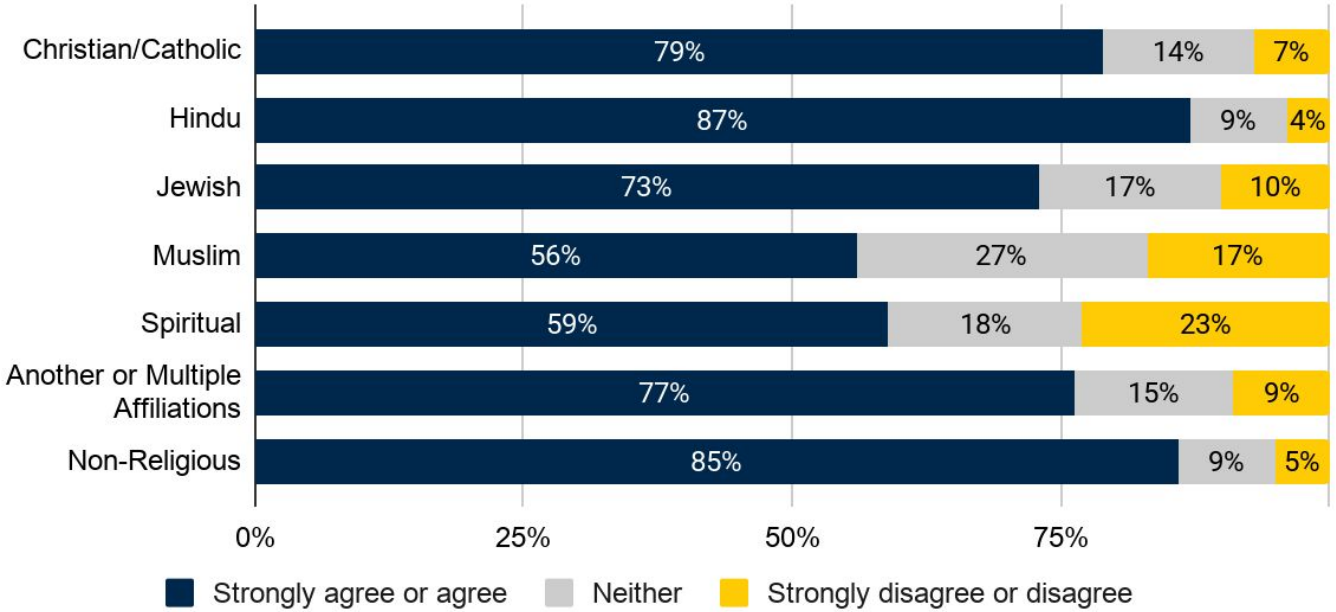
It is safe for me to express my identity at the University of Michigan.



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Students Freedom of Expression

It is safe for me to express my identity at the University of Michigan.



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Students Equal Opportunity & Access

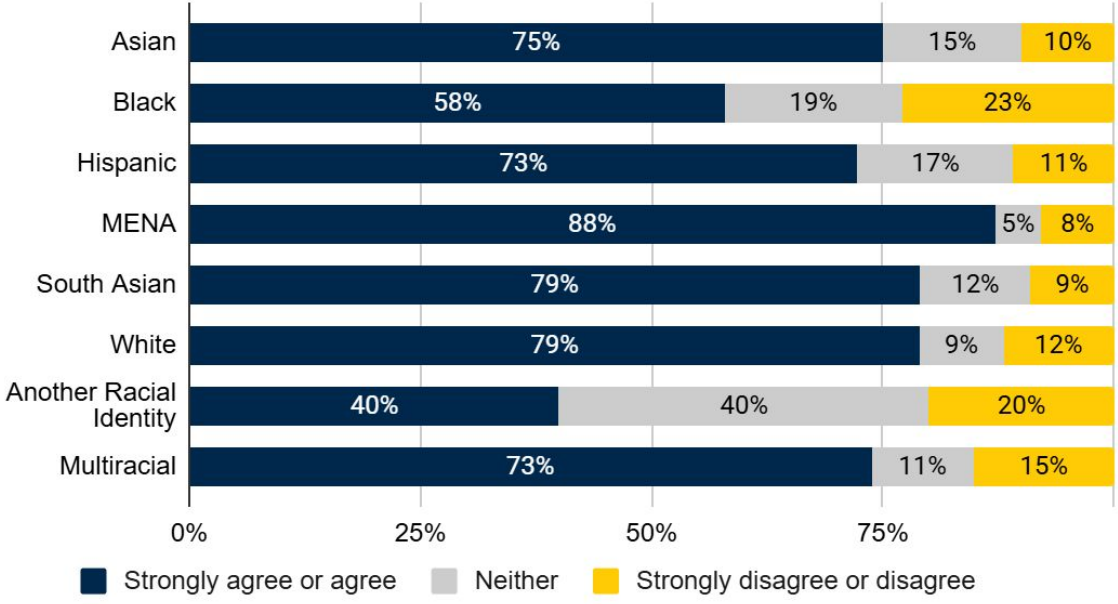
	Strongly agree or agree	Neither agree nor disagree	Strongly disagree or disagree
All students have equal opportunities to participate in classes at the University of Michigan.	**76%** (*n* = 1,097)	**12%** (*n* = 172)	**12%** (*n* = 180)
Campus services and resources (e.g., tutoring, advising, counseling) are equally accessible to all students.	**73%** (*n* = 1,059)	**14%** (*n* = 202)	**13%** (*n* = 189)
Extracurricular opportunities (e.g., clubs, athletics, internships, research) are equally accessible to all students.	**52%** (*n* = 749)	**23%** (*n* = 331)	**26%** (*n* = 370)

Note: Missing data are excluded from percentage calculations. Percentages may not sum to 100 due to rounding.

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Students Equal Opportunity & Access

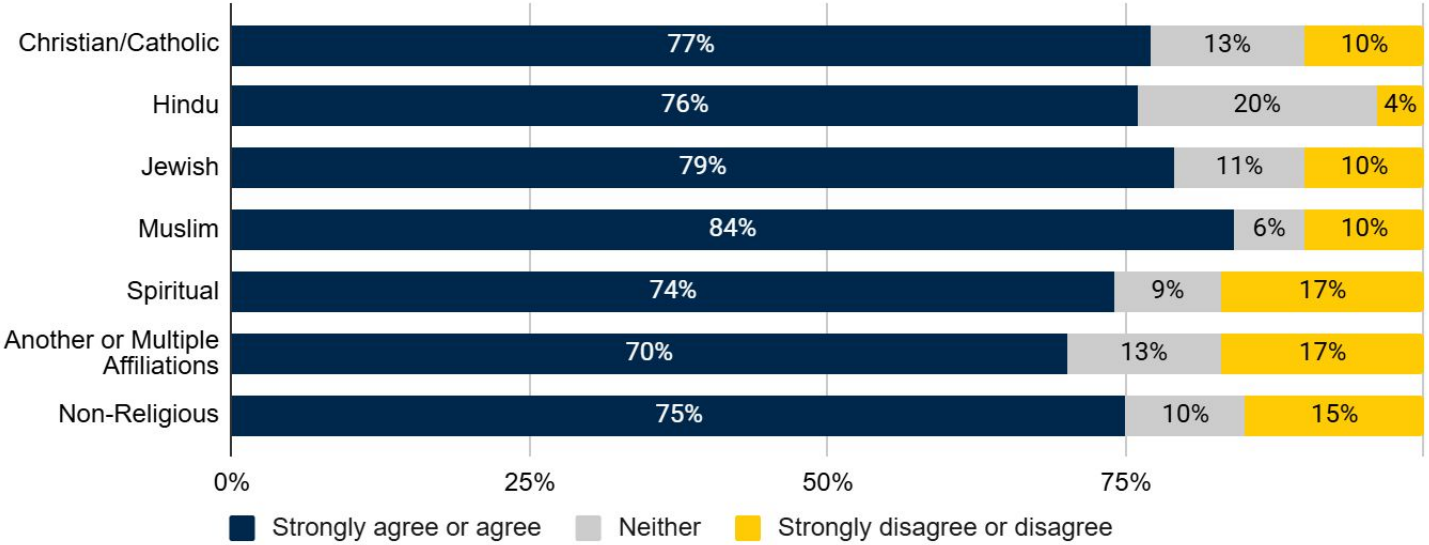
All students have equal opportunities to participate in classes at the University of Michigan.



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Students Equal Opportunity & Access

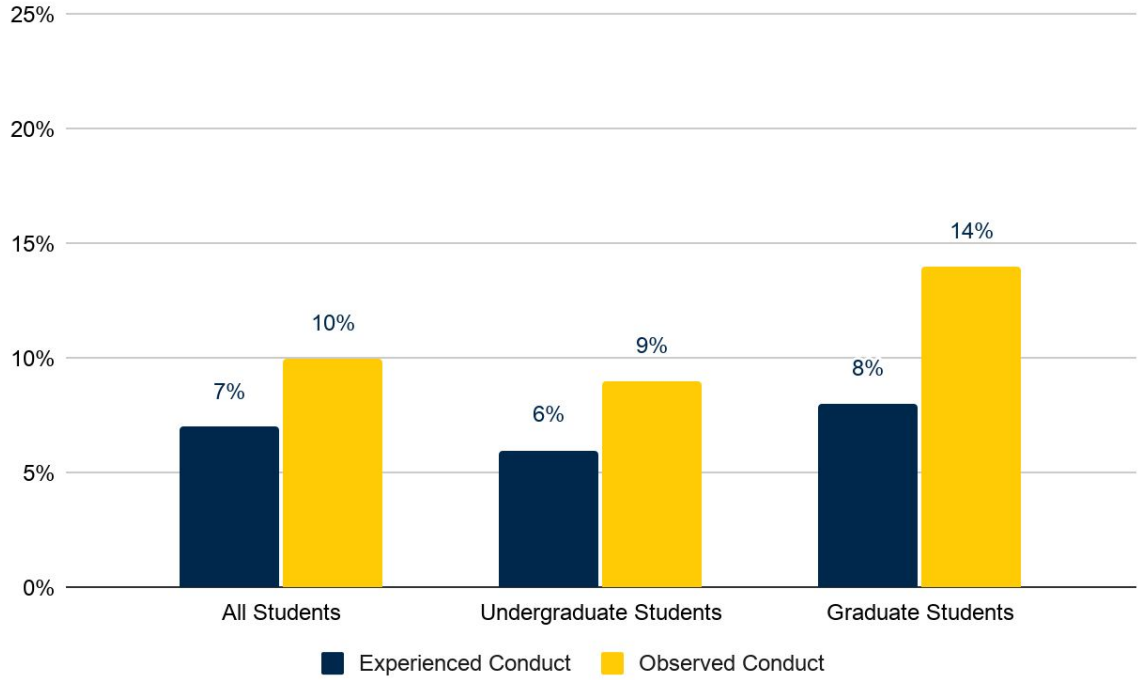
All students have equal opportunities to participate in classes at the University of Michigan.



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Students Harassment & Discrimination

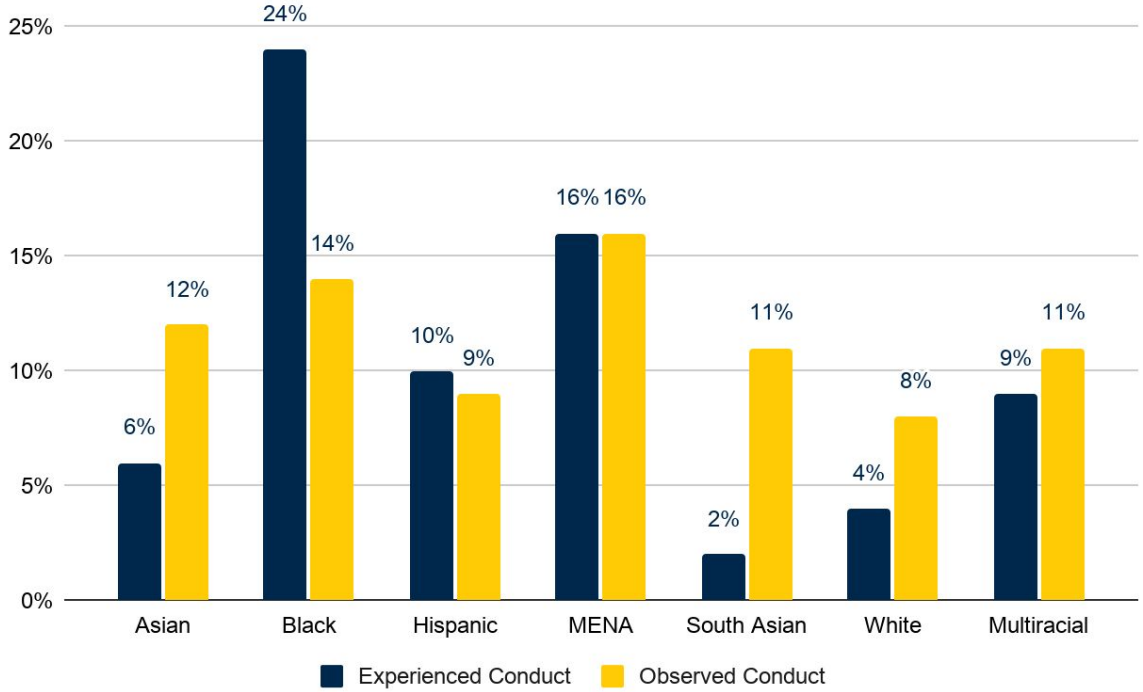
Incidence of Personal Experiences or Observed Behavior



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Students Harassment & Discrimination

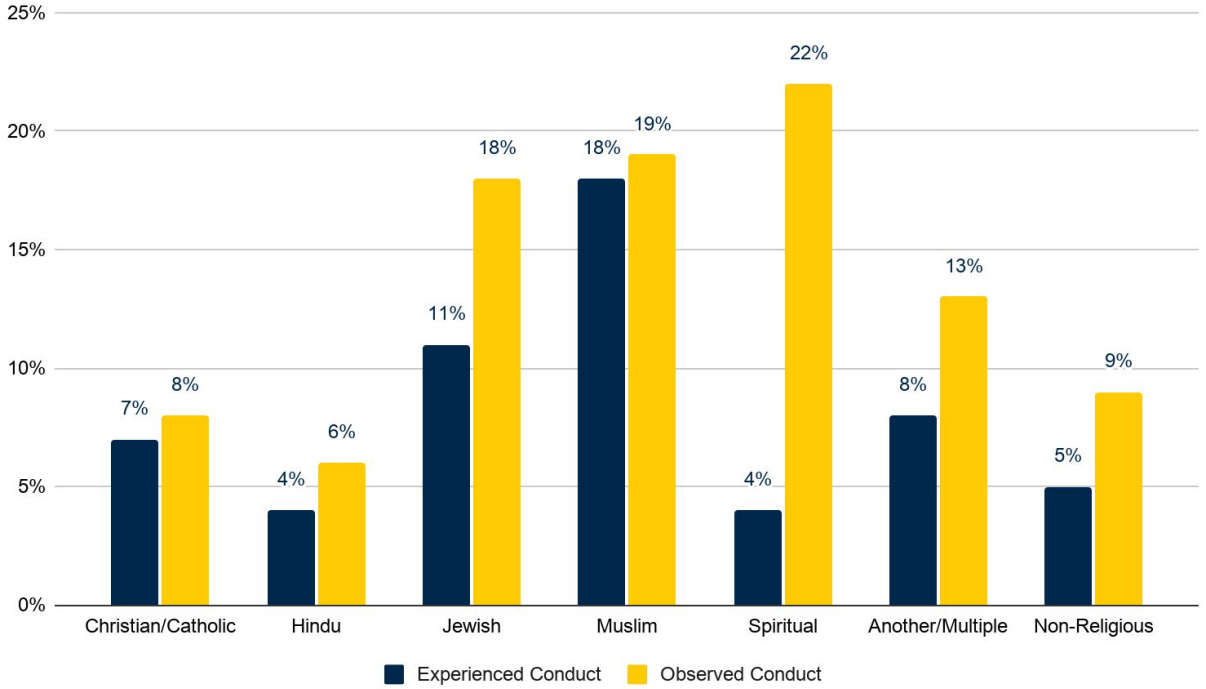
Incidence of Personal Experiences or Observed Behavior



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Students Harassment & Discrimination

Incidence of Personal Experiences or Observed Behavior



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Students Harassment & Discrimination

Perceived Bases of the Conduct

Student Status	Experienced Discrimination or Harassment	Top Bases of Conduct
Undergraduate Students	6% (*n* = 60)	• Racial identity (47%, *n* = 27) • Ethnicity (44%, *n* = 25) • Skin tone (33%, *n* = 19) • Political views (29%, *n* = 17) • Gender/gender identity (26%, *n* = 15)
Graduate Students	8% (*n* = 33)	• Racial identity (27%, *n* = 9) • Position (e.g., staff, graduate student) (24%, *n* = 8) • Ethnicity (22%, *n* = 7) • Gender/gender identity (21%, *n* = 7) • Political views (19%, *n* = 6) • Skin tone (18%, *n* = 6)

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Students Harassment & Discrimination

Location of the Conduct



36% indicated they experienced the conduct in a **classroom or laboratory setting**.



34% indicated they experienced the conduct **while walking on campus**.



27% indicated the conduct occurred in **another public space on campus.**

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Students Harassment & Discrimination

Decision to Formally Report the Experience to U-M



24% indicated that they **reported at least one of their experiences to U-M**.

38% to **ECRT**

14% to **Dean of Students Office**

61% to **another U-M employee**

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Students Knowledge & Perceptions of Process & Policy

	Strongly agree or agree	Neither agree nor disagree	Strongly disagree or disagree
I understand what happens when someone reports a Title VI violation at the University of Michigan.	**34%** (*n* = 477)	**22%** (*n* = 300)	**44%** (*n* = 610)
I would know where to go to report a Title VI violation.	**32%** (*n* = 441)	**17%** (*n* = 242)	**51%** (*n* = 705)
I am familiar with the University of Michigan's Title VI policies.	**34%** (*n* = 466)	**21%** (*n* = 290)	**46%** (*n* = 633)

Note: Missing data are excluded from percentage calculations. Percentages may not sum to 100 due to rounding.

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Students Bystander Confidence

Self-efficacy to intervene as a prosocial bystander

I feel confident that I would...	Strongly agree or agree	Neither agree nor disagree	Strongly disagree or disagree
Intervene if someone were harassing another person based on their identity (including their race, color, nation of origin, or shared ancestry).	**78%** (*n* = 1,069)	**18%** (*n* = 241)	**4%** (*n* = 59)
Intervene if someone was discriminating against another person based on their identity (including their race, color, nation of origin, or shared ancestry).	**78%** (*n* = 1,073)	**18%** (*n* = 249)	**3%** (*n* = 47)
Speak up against someone telling racist or culturally insensitive jokes.	**69%** (*n* = 947)	**23%** (*n* = 312)	**8%** (*n* = 109)
Check in with someone I suspected of being the target of harassment or discrimination.	**82%** (*n* = 1,129)	**15%** (*n* = 205)	**3%** (*n* = 37)

Note: Missing data are excluded from percentage calculations. Percentages may not sum to 100 due to rounding.

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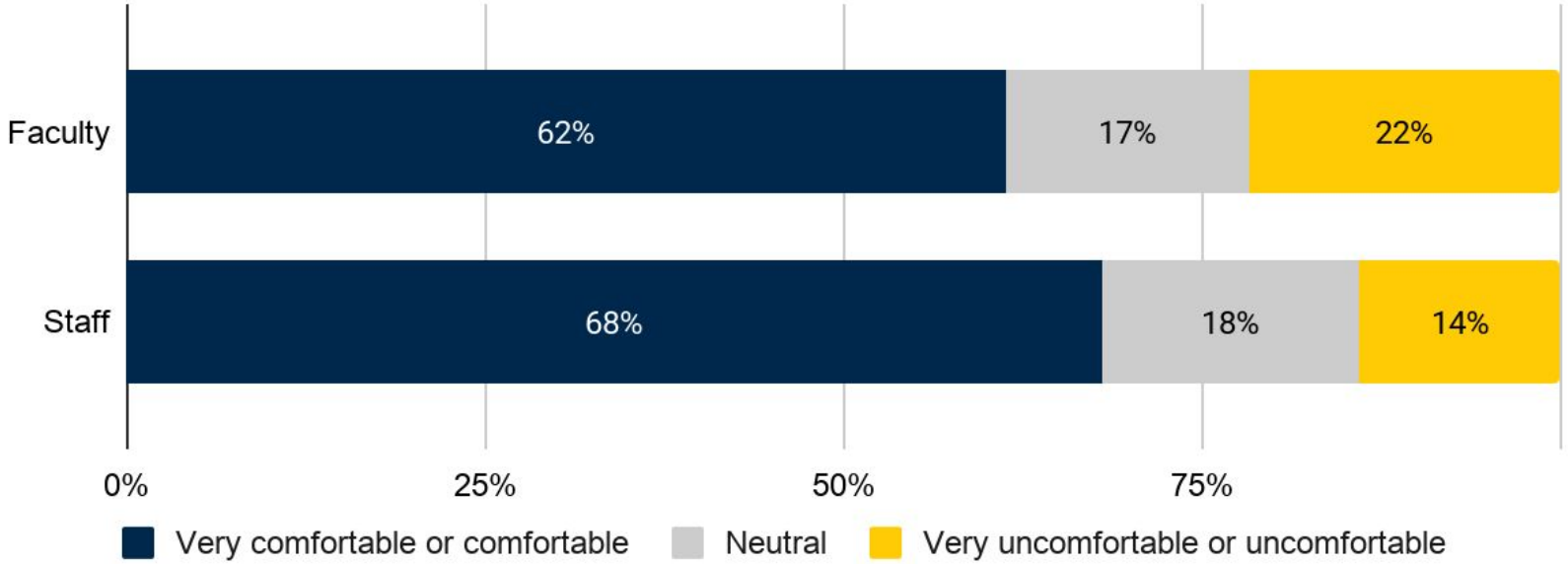
Key Findings from Employees



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Employees Comfort with Climate

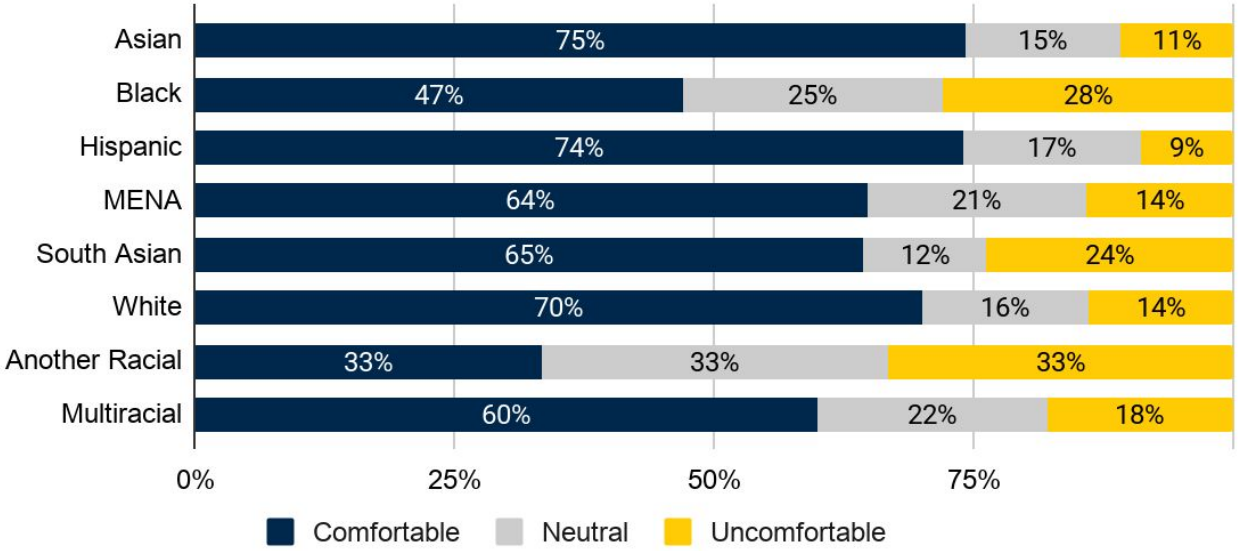
Overall, how comfortable are you with the climate at the University of Michigan?



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Employees Comfort with Climate

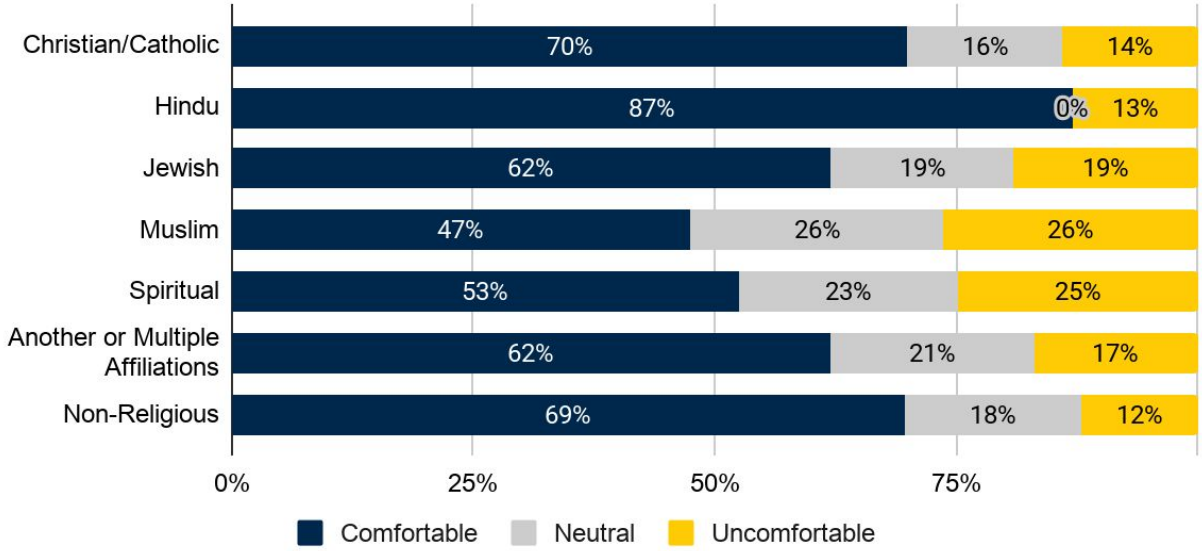
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Employees Comfort with Climate

Overall, how comfortable are you with the climate at the University of Michigan?



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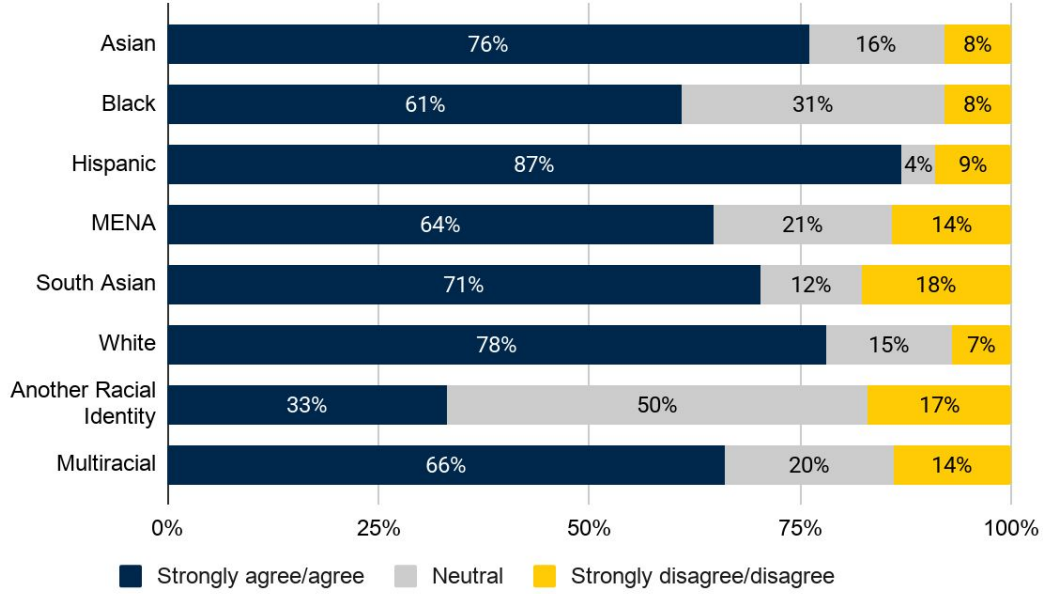
Employees Freedom of Expression

	Strongly agree or agree	Neither agree nor disagree	Strongly disagree or disagree
It is safe for me to express my identity at the University of Michigan.	**75%** (*n* = 857)	**17%** (*n* = 190)	**9%** (*n* = 101)
I feel free to express my personal views at the University of Michigan without fear of professional or social consequences.	**44%** (*n* = 509)	**24%** (*n* = 271)	**32%** (*n* = 369)
I feel free to express my political views at the University of Michigan without fear of professional or social consequences.	**30%** (*n* = 343)	**31%** (*n* = 356)	**39%** (*n* = 448)

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Employees Freedom of Expression

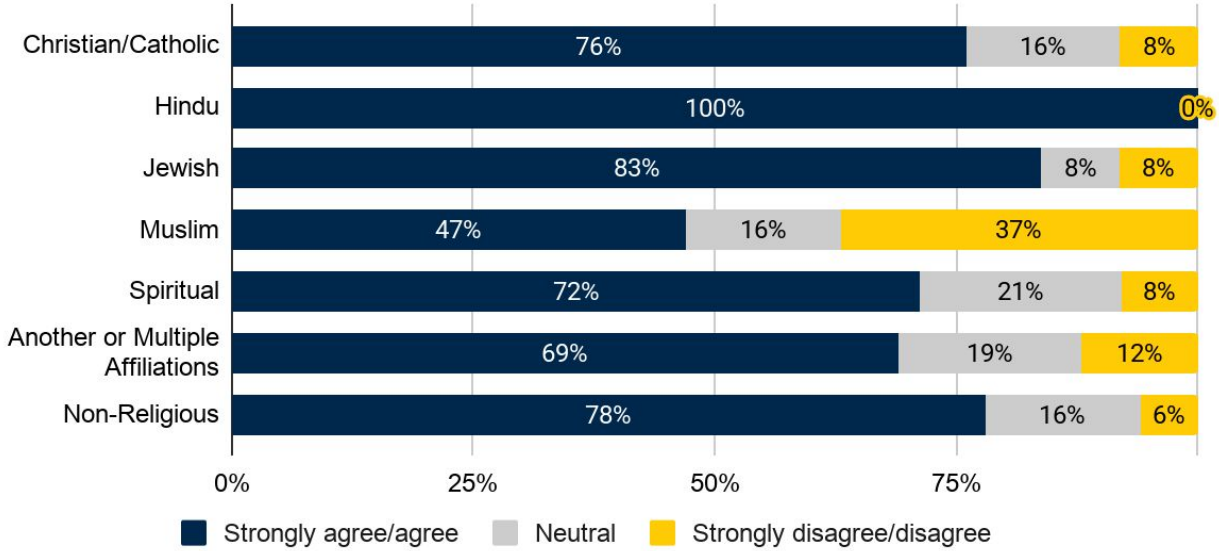
It is safe for me to express my identity at the University of Michigan.



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Employees Freedom of Expression

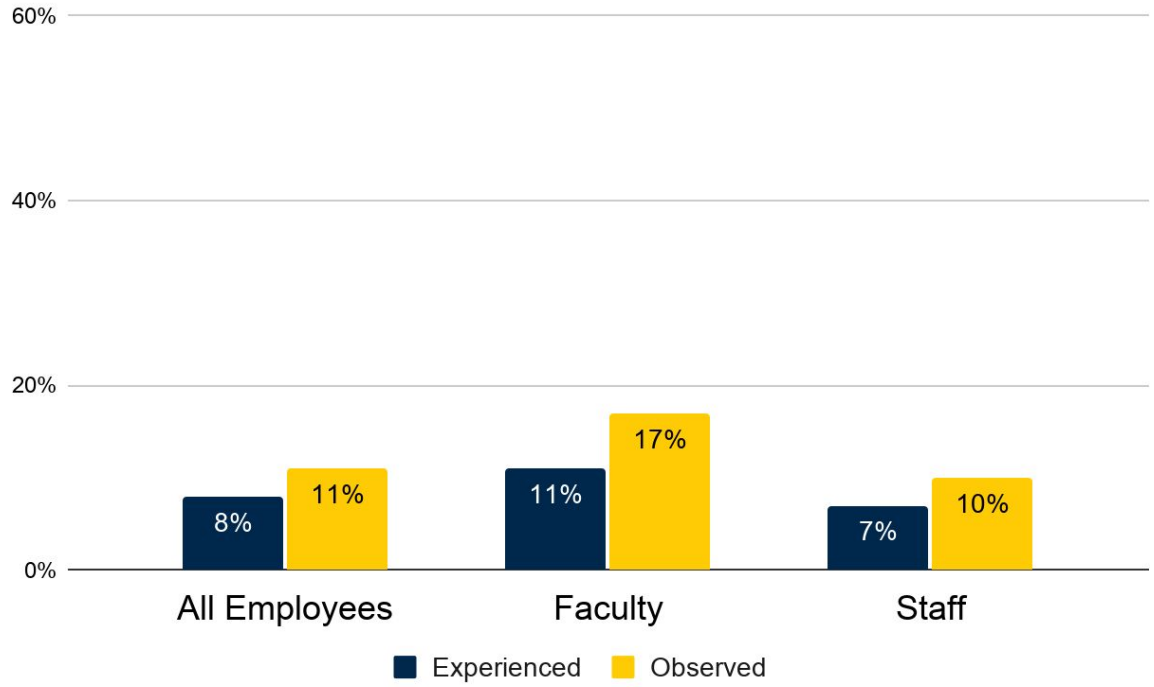
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Employees Harassment & Discrimination

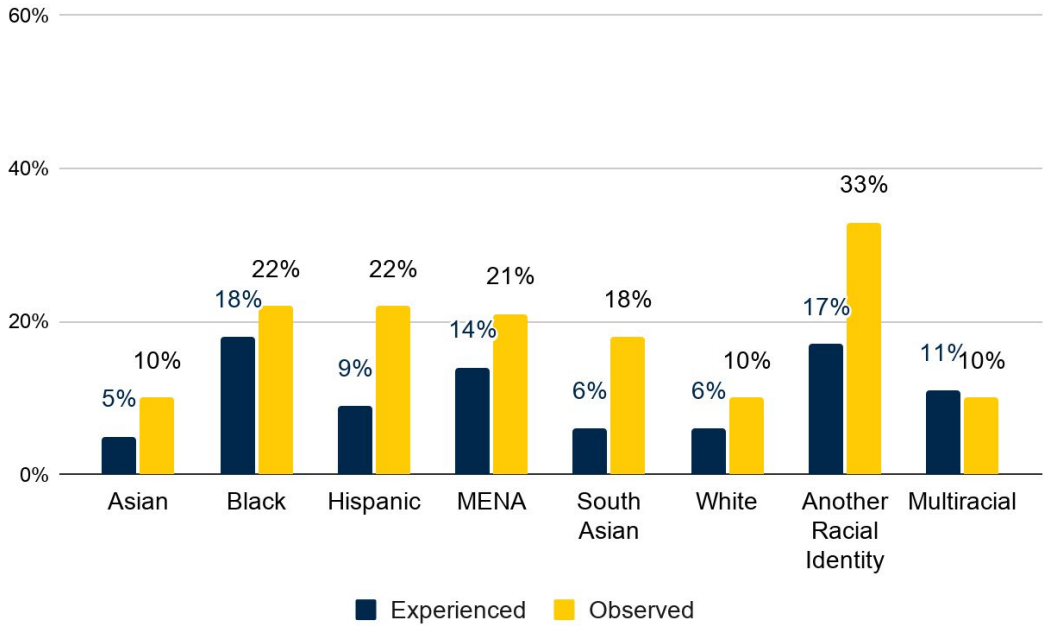
Incidence of Personal Experiences or Observed Behavior



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Employees Harassment & Discrimination

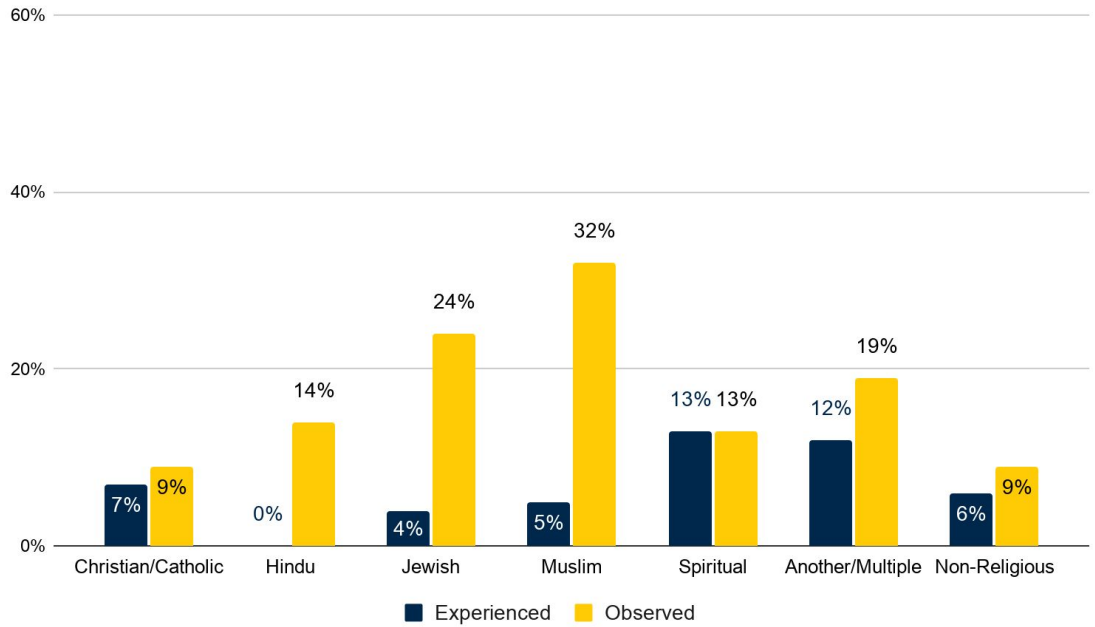
Incidence of Personal Experiences or Observed Behavior



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Employees Harassment & Discrimination

Incidence of Personal Experiences or Observed Behavior



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Employees Harassment & Discrimination

Perceived Bases of the Conduct

Student Status	Experienced Discrimination or Harassment	Top Bases of Conduct
Faculty	11% (*n* = 26)	• Gender/gender identity (35%, n = 8) • Political views (35%, n = 8) • Position (35%, n = 8) • National origin, including actual or perceived ancestry (26%, n = 6) • Philosophical views (26%, n = 6) • Racial identity (26%, n = 6)
Staff	7% (*n* = 65)	• Gender/gender identity (50%, n = 33) • Position (34%, n = 22) • Racial identity (29%, n = 19) • Skin tone (29%, n = 19) • Ethnicity (18%, n = 12) • Length of service at UM (17%, n = 11)

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Employees Harassment & Discrimination

Location of the Conduct



71% indicated they experienced the conduct **while working at U-M**.



35% indicated the source of the conduct was a **supervisor**.



32% indicated the source of the conduct was a **co-worker**.

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Employees Harassment & Discrimination

Decision to Formally Report the Experience to U-M



36% indicated that they **reported at least one of their experiences to U-M**.

38% to **ECRT**

79% to **another U-M employee**

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Employees Knowledge & Perceptions of Process & Policy

	Faculty	Staff	Overall
I understand what happens when someone reports a Title VI violation at the University of Michigan.	**43%** (*n* = 96)	**47%** (*n* = 427)	**46%** (*n* = 523)
I would know where to go to report a Title VI violation.	**62%** (*n* = 137)	**63%** (*n* = 567)	**63%** (*n* = 704)
I am familiar with the University of Michigan's Title VI policies.	**51%** (*n* = 114)	**54%** (*n* = 492)	**54%** (*n* = 606)

Note: Missing data are excluded from percentage calculations. Percentages may not sum to 100 due to rounding.

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Employee Bystander Confidence

Self-efficacy to intervene as a prosocial bystander

I feel confident that I would...	Faculty	Staff	Overall
Intervene if someone were harassing another person based on their identity (including their race, color, nation of origin, or shared ancestry).	**85%** (*n* = 186)	**83%** (*n* = 741)	**83%** (*n* = 927)
Intervene if someone was discriminating against another person based on their identity (including their race, color, nation of origin, or shared ancestry).	**84%** (*n* = 185)	**83%** (*n* = 743)	**84%** (*n* = 928)
Speak up against someone telling racist or culturally insensitive jokes.	**83%** (*n* = 182)	**83%** (*n* = 738)	**83%** (*n* = 920)
Check in with someone I suspected of being the target of harassment or discrimination.	**89%** (*n* = 194)	**87%** (*n* = 772)	**87%** (*n* = 966)

Note: Missing data are excluded from percentage calculations. Percentages may not sum to 100 due to rounding.

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