



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 lawsuits¹ 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 possible legal means.

Overview

The University regularly administers a survey of undergraduate students known as UMAY (University of Michigan Asks You). Several questions probe the campus climate with regard to feelings of respect for race/ethnic identity, political and religious views, sex, and sexual orientation. This chapter includes charts summarizing student responses to climate questions from four previous surveys.

Other charts present the racial/ethnic and sex composition of the University of Michigan student body. Among U-M's graduate academic population, 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 student 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 identify students with at least one affiliation as an under-represented minority. Throughout this chapter, the race/ethnicity charts provide data, when available, for categories labeled "Two or More URM" and "Two or More Non-URM". (URM in the legends stand for "Under-Represented Minority.")

For more information

Diversity, Equity & Inclusion web site
(diversity.umich.edu/)

 *Chart updated since the September 2017 edition.*

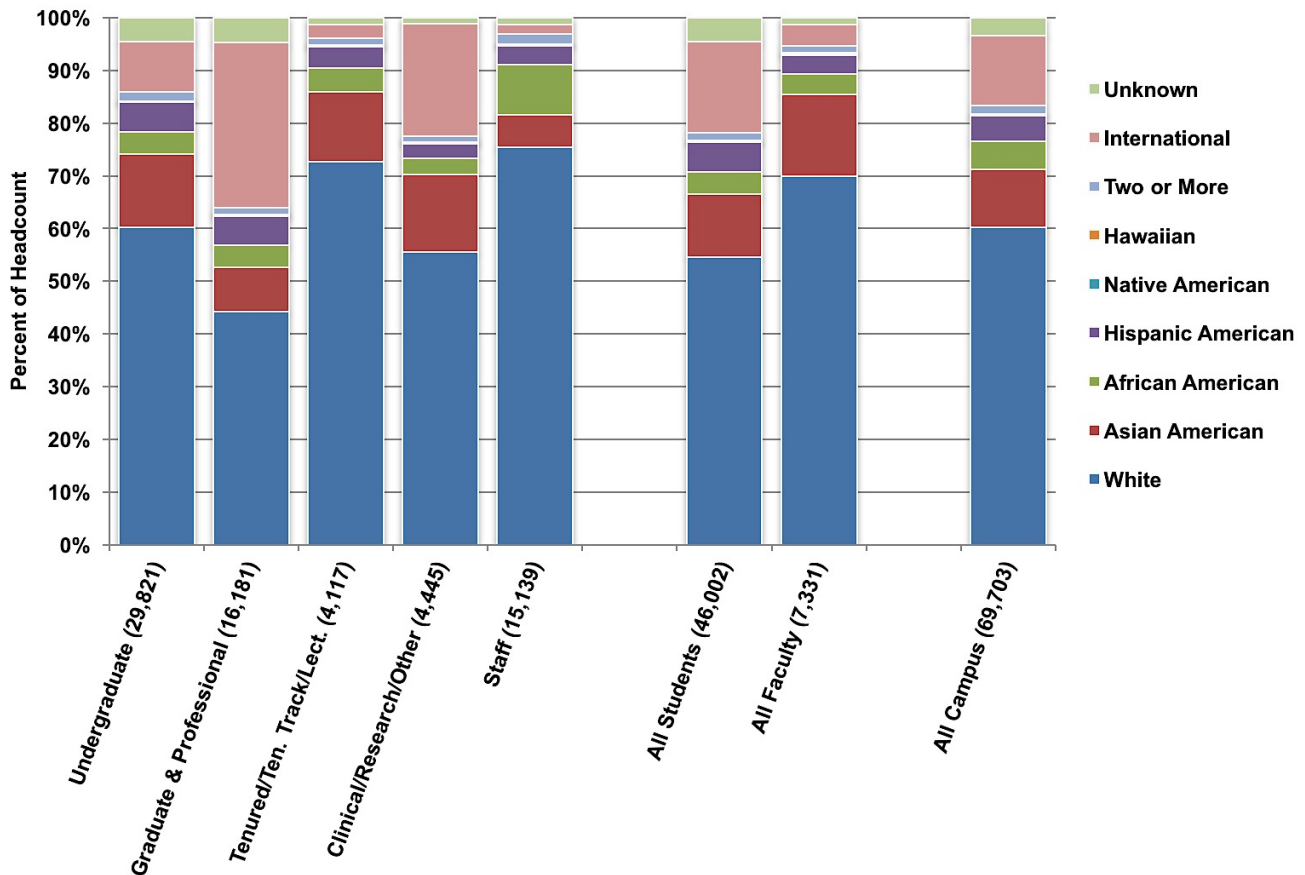
Charts in Chapter 7

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 - 7.4.6 Responses to "Students are respected here regardless of their religious beliefs," 2009-11, 2013.**
 - 7.4.7 Responses to "Students are respected here regardless of their economic or social class," 2009-11, 2013.**
 - 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.**
-  **7.5.1 Race and Ethnicity Distribution of Graduate and Professional Students, Fall 2010-17.**
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-  **7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline, Fall 2010-17.**
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-  **7.5.6 Sex Distribution of Graduate Professional Students by Program, Fall 2007-17.**

¹ Summary of Supreme Court Decisions in Admissions Cases, Jonathan Alger, U-M Assistant General Counsel, June 23, 2003, (diversity.umich.edu/admissions/overview/cases-summary.html)

About 23 percent of the campus community is an ethnic or racial minority and 12 percent is international.

7.1.1 Race and Ethnicity Distribution of the Ann Arbor Campus Community, Fall 2017.



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; the staff count excludes Health System staff.

“Clinical/Research/Other” includes clinical and research faculty, all supplemental faculty, not on track faculty, emeritus faculty and research fellows. “All Faculty” excludes 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

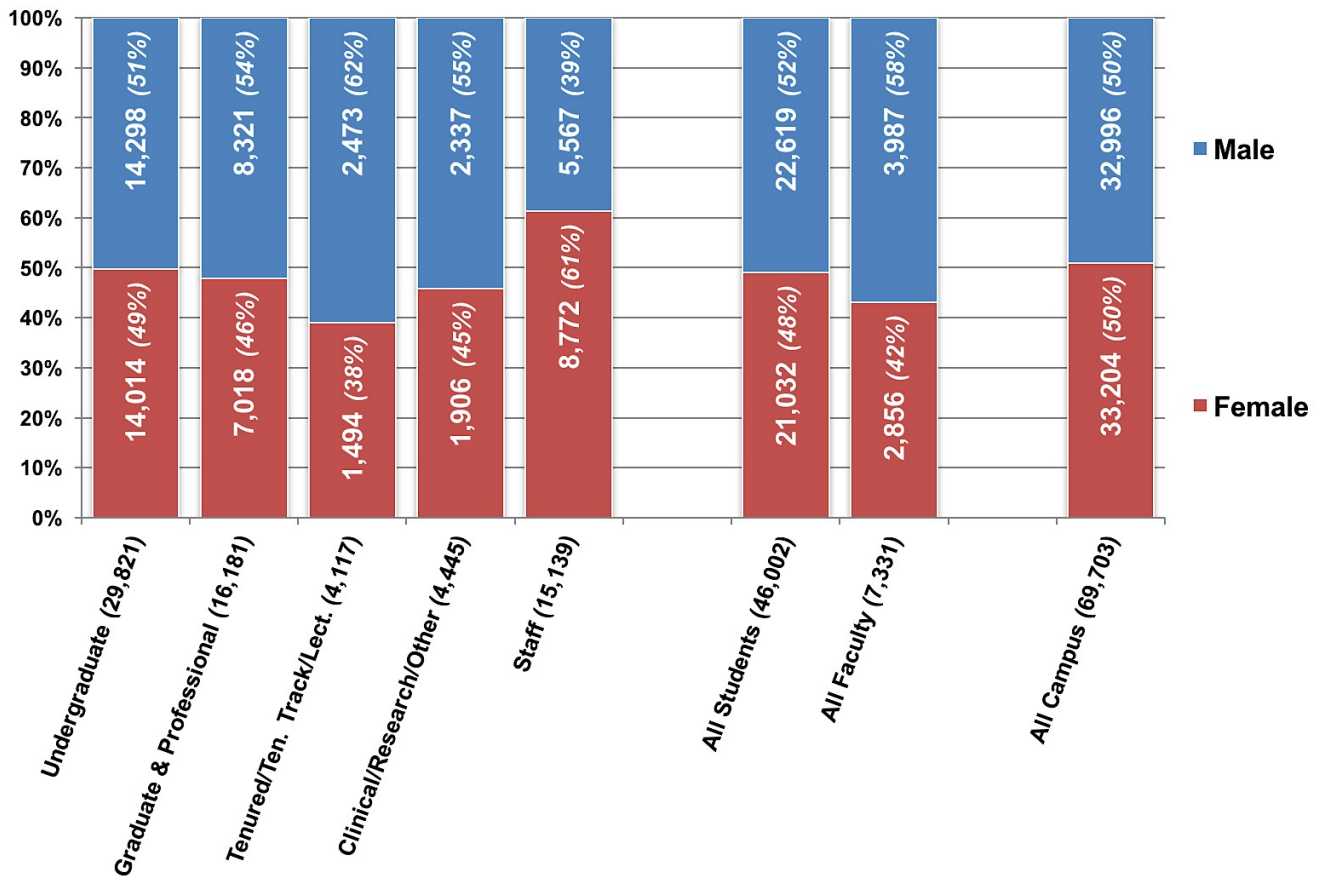
who identified two or more ethnicities and none were under-represented minorities.

The University is regularly among the schools hosting a large number of international students. In the most recent tally of international enrollments for 2015-16, U-M ranked 14th in the nation.²

² "Open Doors 2016: International Students: Leading Institutions."

The student body is 49 percent female, the faculty is 43 percent female, and the staff is 61 percent female.

7.1.2 Sex Distribution of the Ann Arbor Campus Community, Fall 2017.

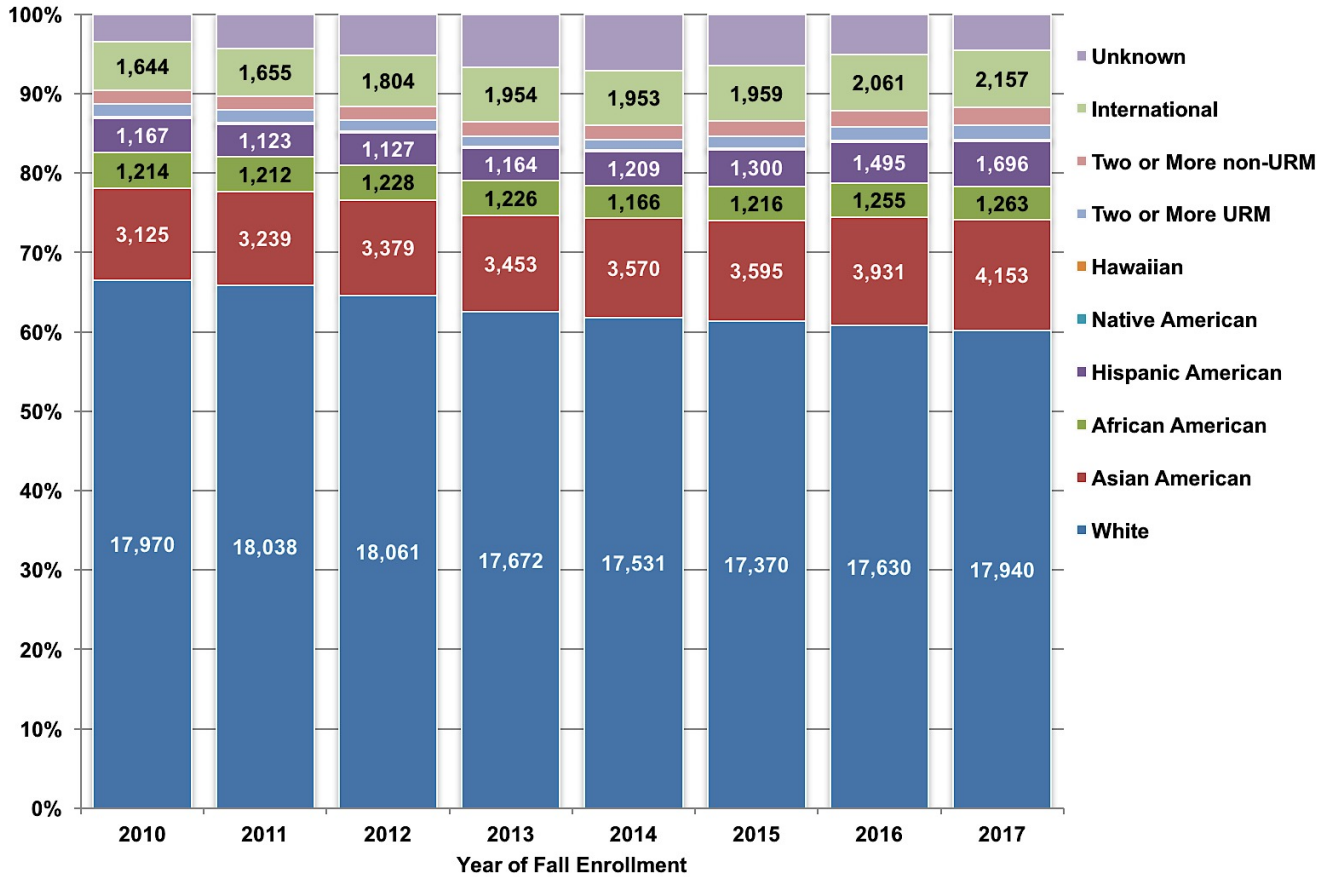


SOURCE: U-M Student Data Sets; U-M Human Resources Data Sets (excludes U-M Health System).

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.

Total undergraduate enrollment has increased 10 percent since 2010, and the composition of the race/ethnicity profile of undergraduate students has shifted to include somewhat more minority representation.

7.2.1 Race and Ethnicity Distribution of Undergraduate Students, Fall 2010-17.



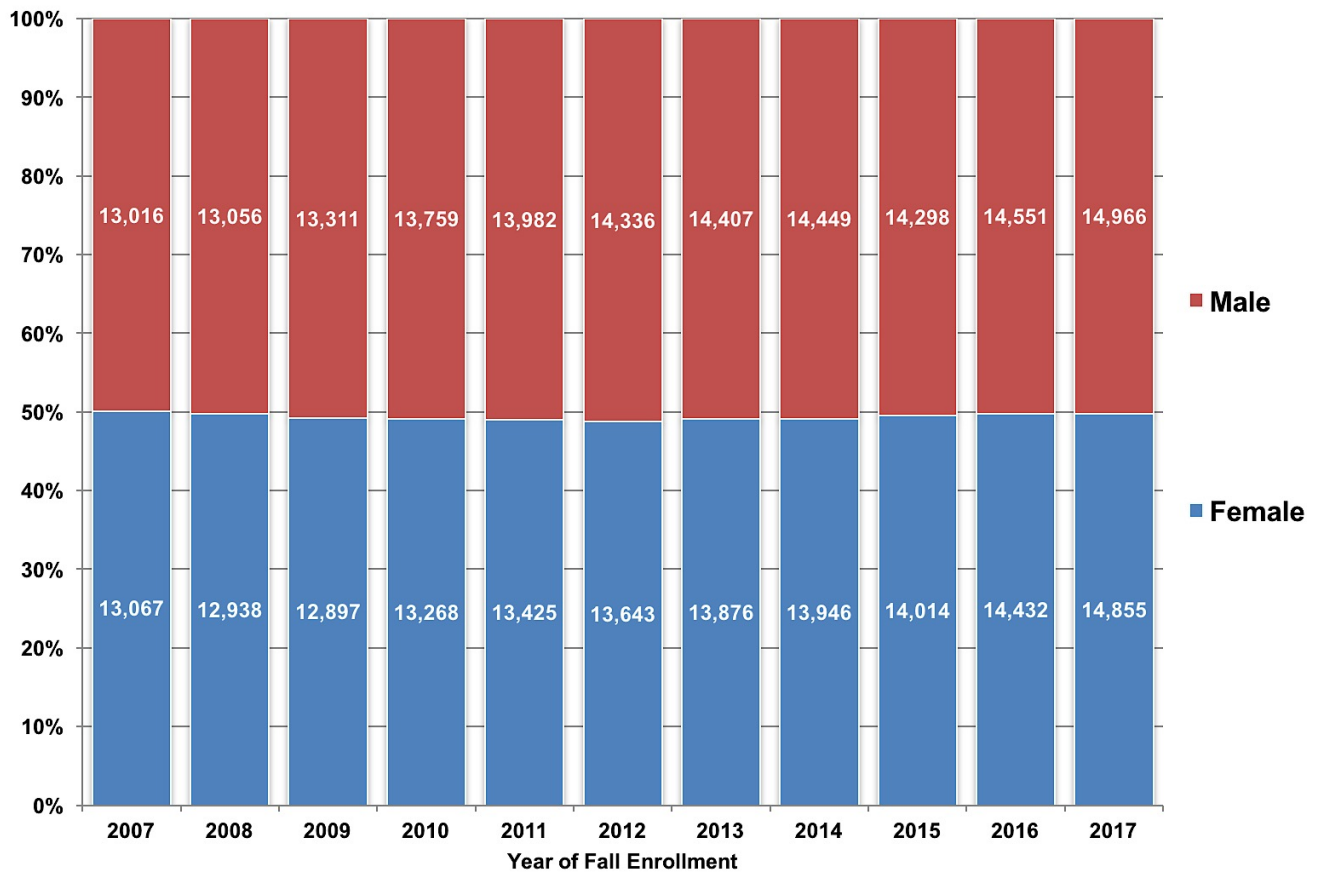
SOURCE: U-M Student Data Sets.

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, following a change in federal requirements for collecting race and ethnicity data from students.

“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 breakdown by sex of undergraduate students during the last decade, which has been split nearly 50-50.

✦ 7.2.2 Sex Distribution of Undergraduate Students, Fall 2007-17.



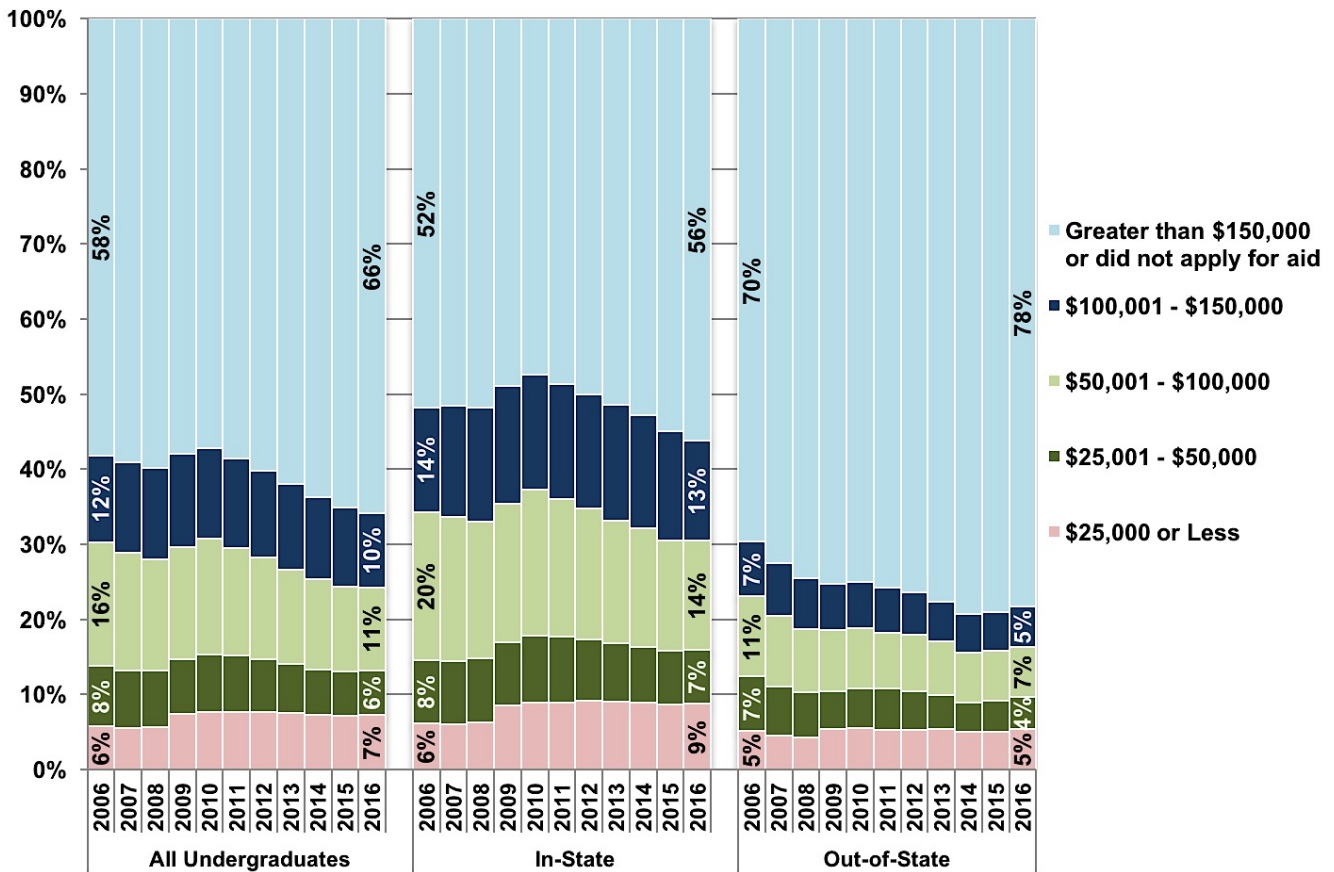
SOURCE: U-M Student Data Sets.

During the last decade, the proportion of female undergraduates was highest in Fall 2007 at 50.1% and highest for males in Fall 2012 at 51.2%. Nationally, the gender split for undergraduate students at 4-year, degree-granting colleges and universities is 55.6 percent female and 44.4 percent male.³

³ Digest of Education Statistics, Table 303.65, 2015 Tables and Figures, National Center for Education Statistics.

The fraction of U-M in-state undergraduates from families with annual incomes of \$50,000 or less has increased by about 2 percent over the last decade.

7.3 U-M Undergraduates by Family Income, and by In-State/Out-of-State Status, Fall 2006-16.

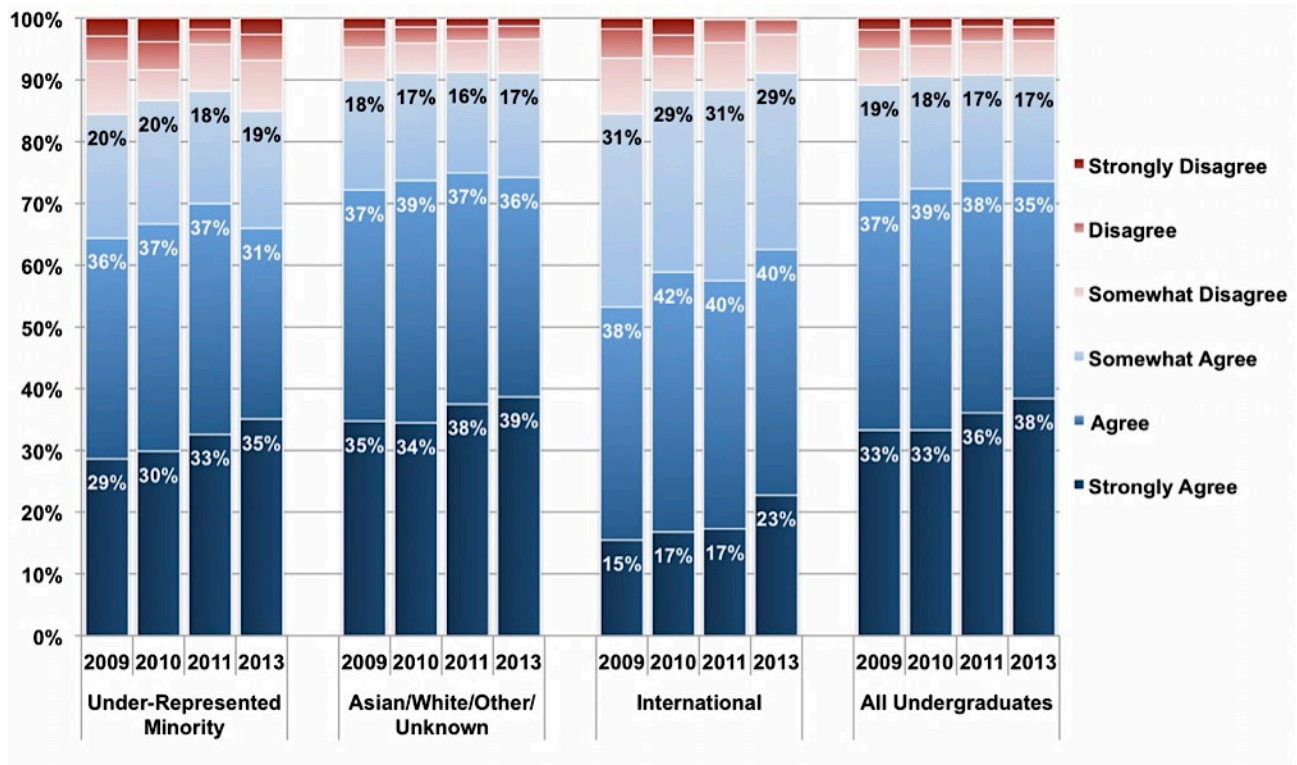


SOURCE: U.S. Department of Education.

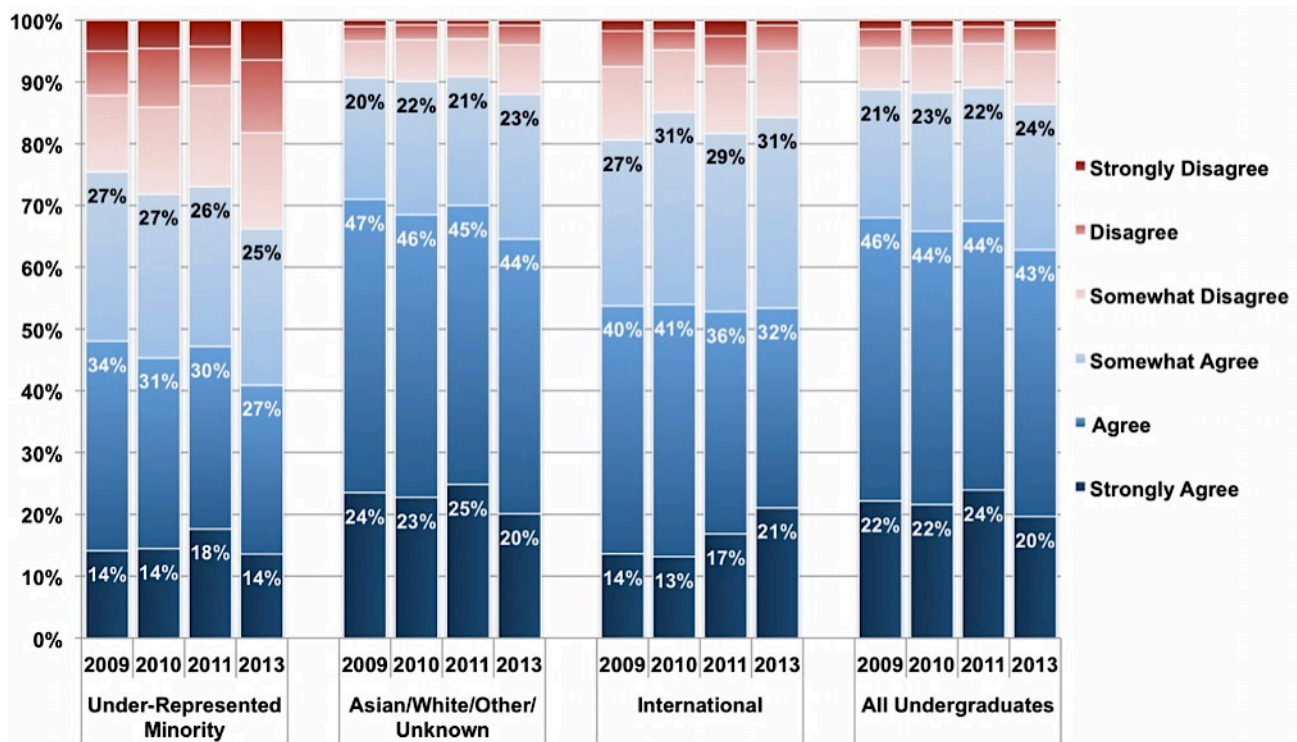
Family income is based on data reported on the Free Application for Federal Student Aid (FAFSA), the online form that college students must complete to be considered for financial aid.

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.



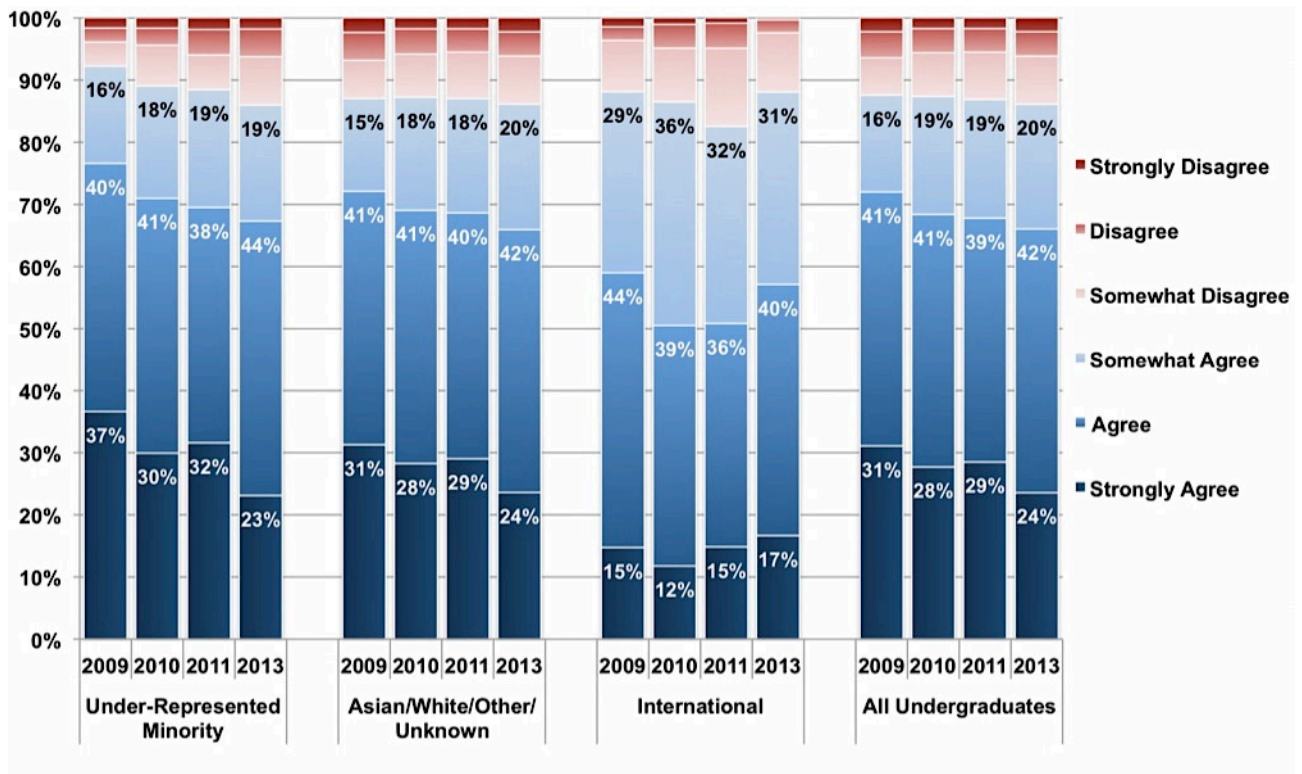
7.4.2 Responses to “Students are respected here regardless of their race or ethnicity,” 2009-11, 2013.



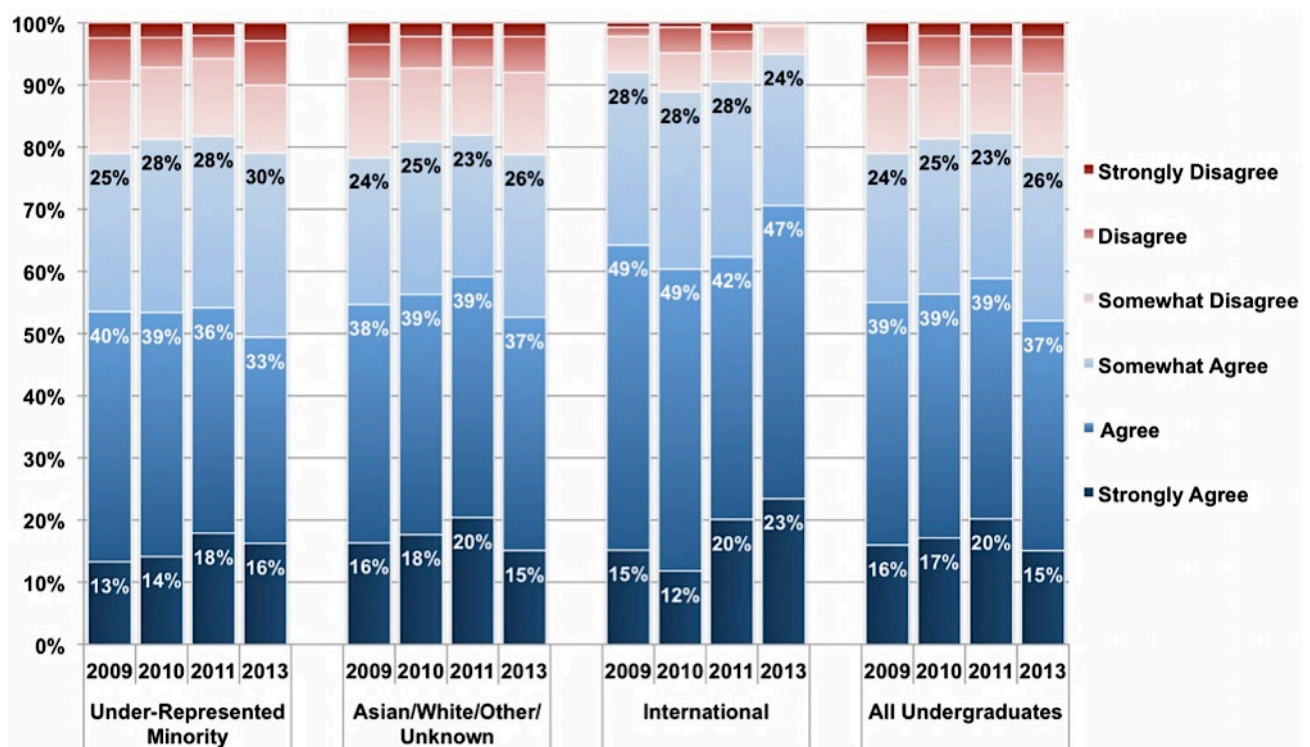
SOURCE: UMay (U-M Asks You) undergraduate survey.

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.



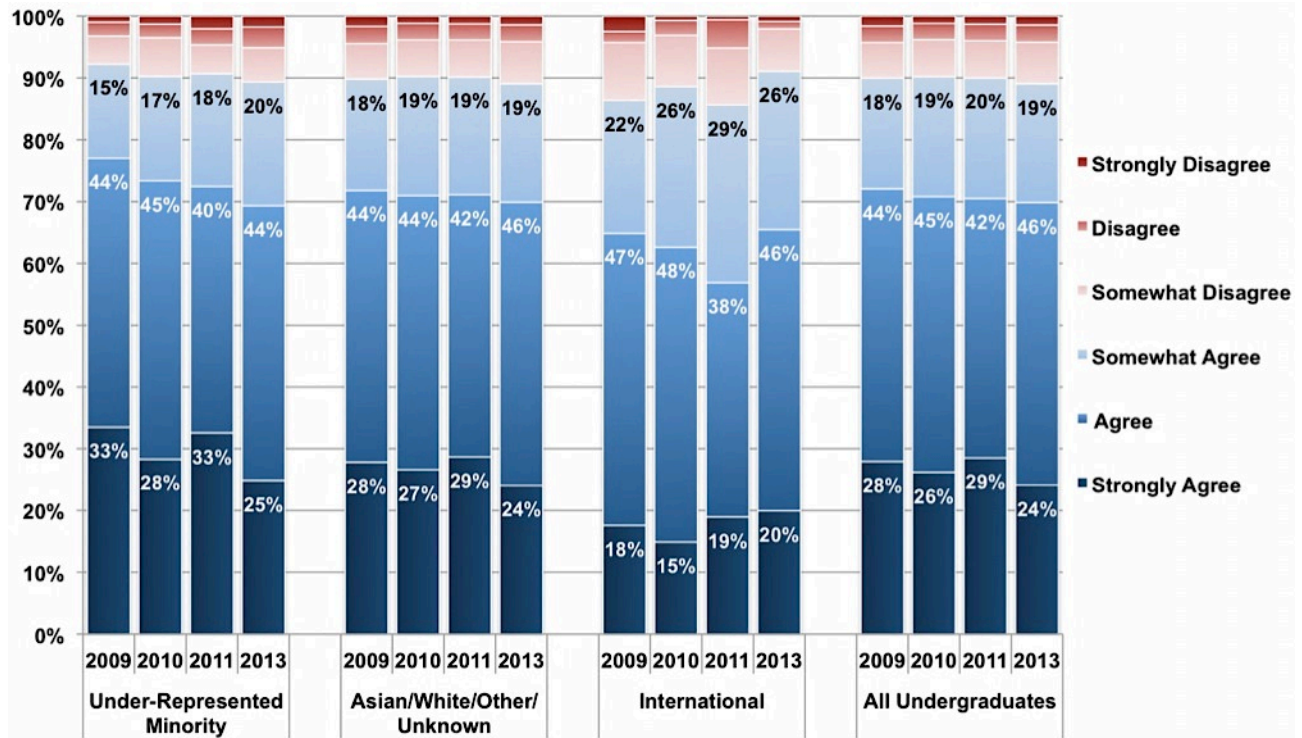
7.4.4 Responses to “Students are respected here regardless of their political beliefs,” 2009-11, 2013.



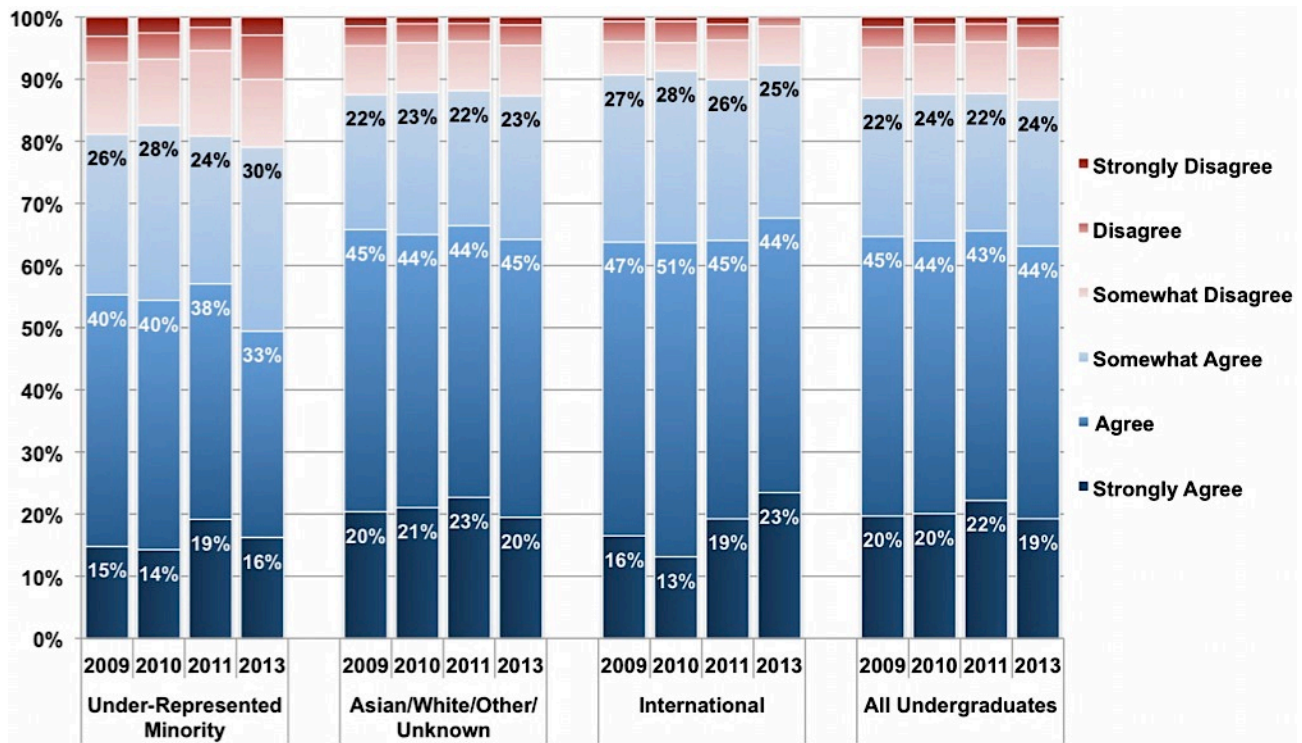
SOURCE: UMay (U-M Asks You) undergraduate survey.

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.



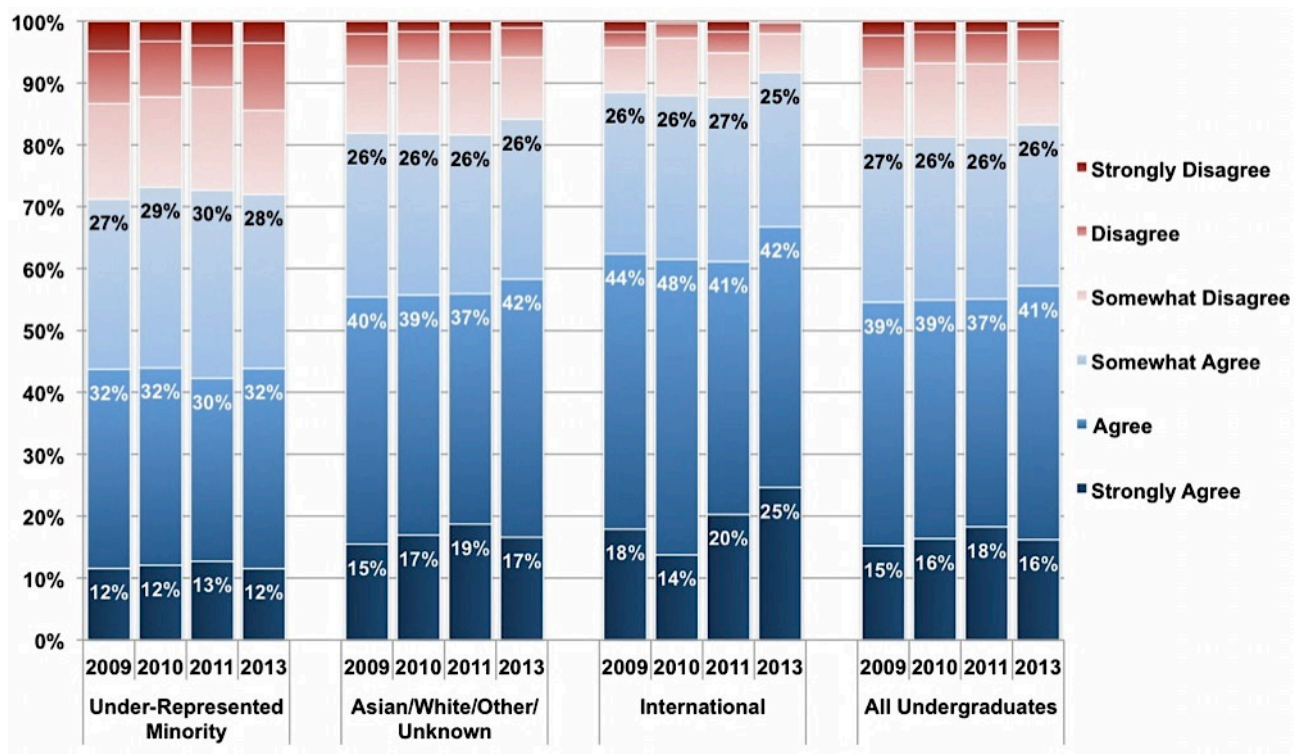
7.4.6 Responses to “Students are respected here regardless of their religious beliefs,” 2009-11, 2013.



SOURCE: UMay (U-M Asks You) 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.

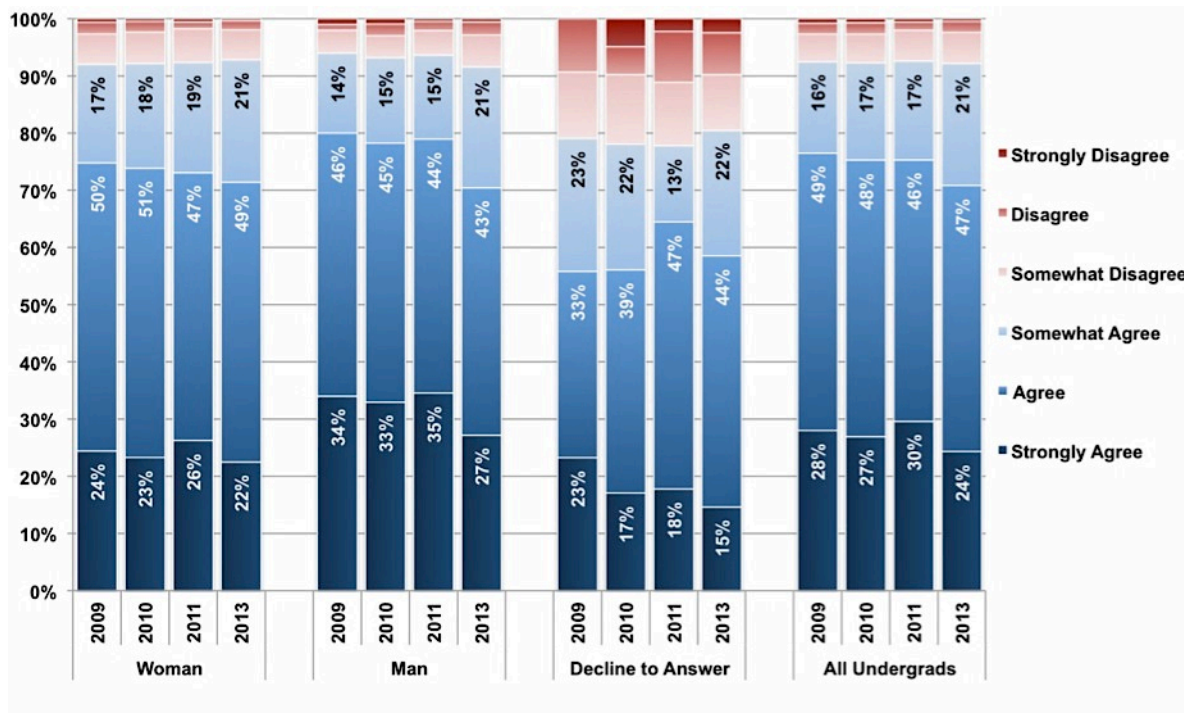
7.4.7 Responses to “Students are respected here regardless of their economic or social class,” 2009-11, 2013.



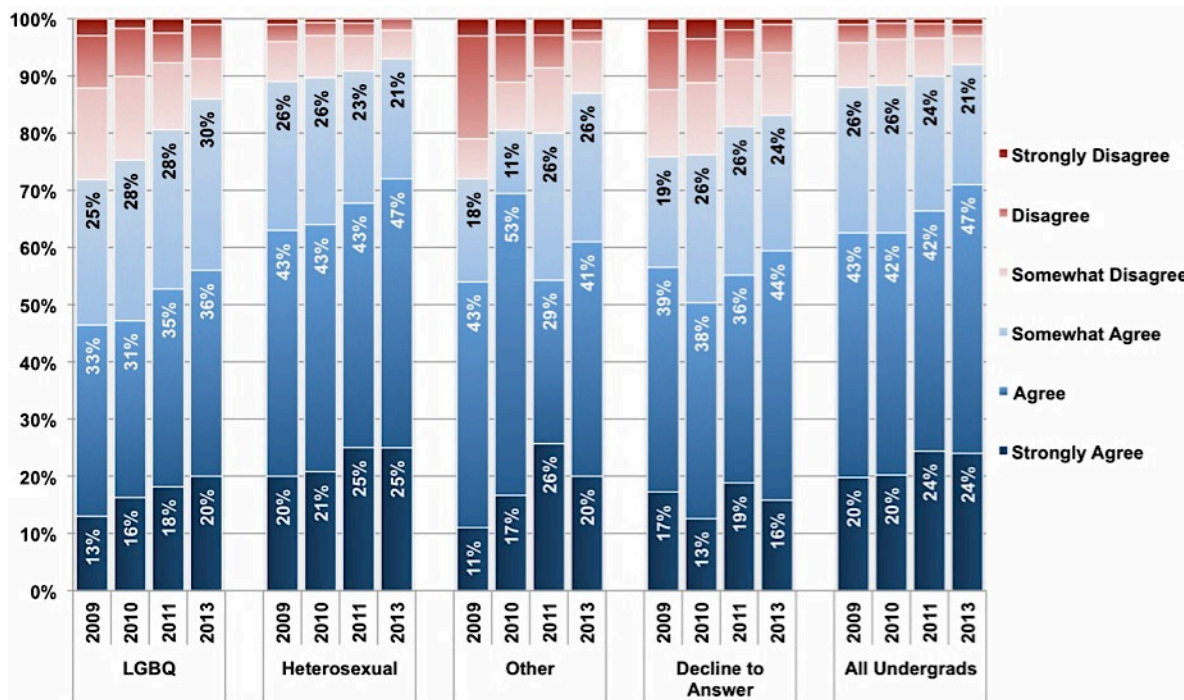
SOURCE: UMay (U-M Asks You) undergraduate survey.

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.

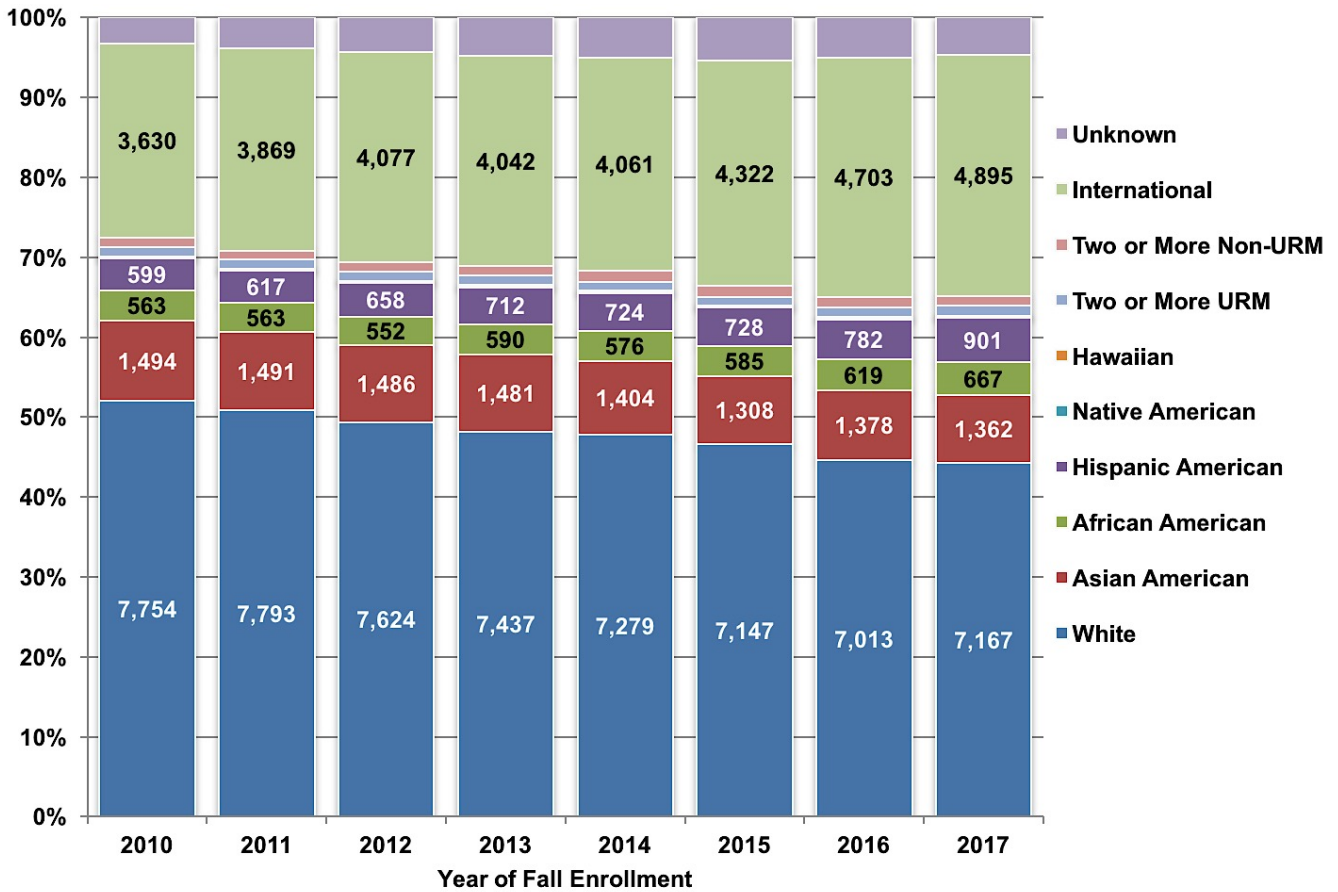


SOURCE: UMay (U-M Asks You) undergraduate survey.

“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 nearly one-third of the graduate and professional student population.

7.5.1 Race and Ethnicity Distribution of Graduate and Professional⁴ Students, Fall 2010-17.



SOURCE: U-M Student Data Sets.

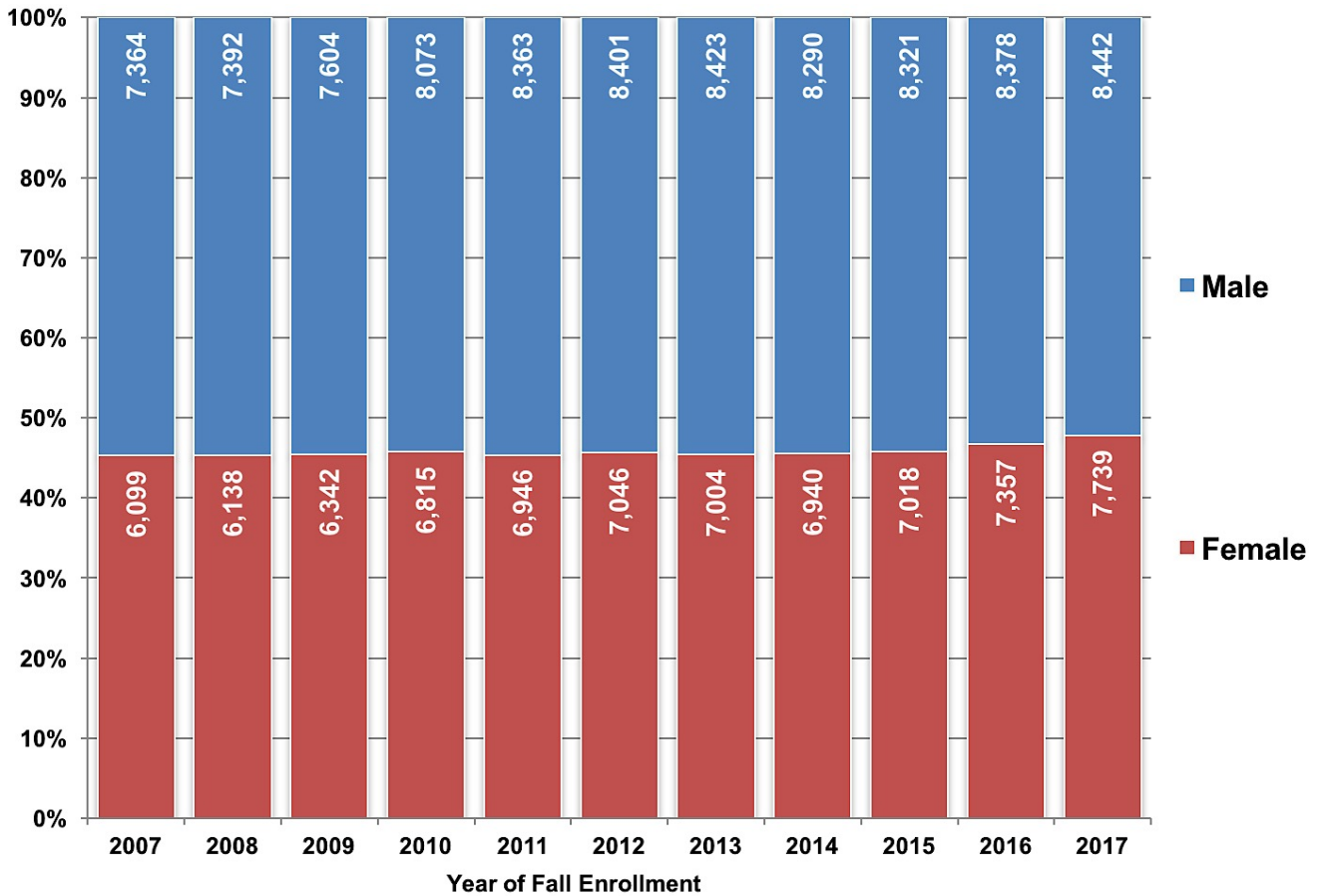
Data for students who identify as Hawaiian, Two or More Under-Represented Minority (URM), or Two or More non-URM are only available for 2010 and later, following a change in federal requirements for collecting race and ethnicity data from students.

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.

⁴ A list of U-M professional degree programs is published in Appendix D.

Females have averaged about 46 percent of the total graduate and professional student population for the last decade, although the percentage has risen from 45.3 percent in 2007 to 47.8 percent in 2017.

★ 7.5.2 Sex Distribution of Graduate and Professional⁵ Students, Fall 2007-17.

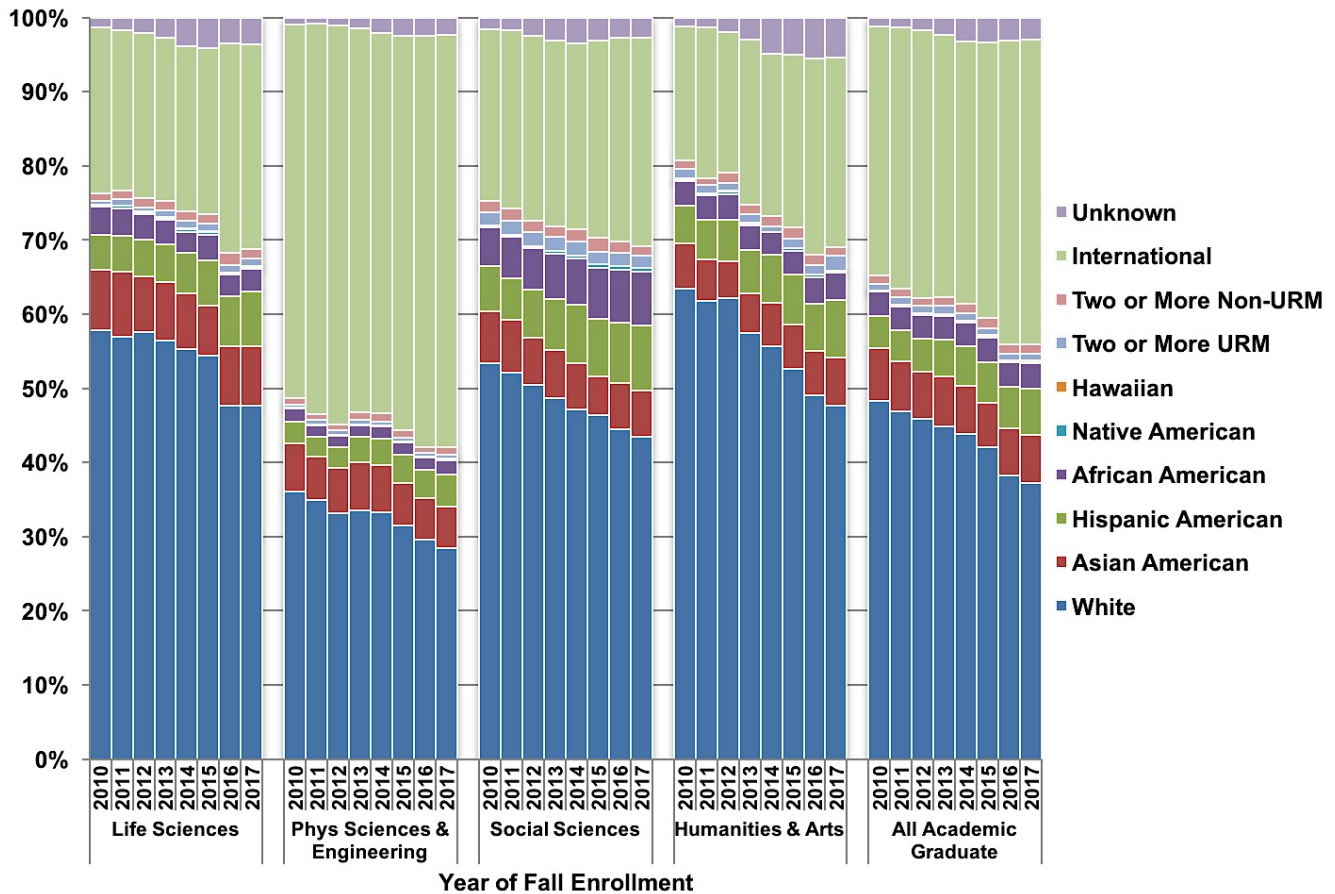


SOURCE: U-M Student Data Sets.

⁵ A list of U-M professional degree programs is published in Appendix D.

Racial and ethnic diversity among students pursuing academic Master’s and Ph.D. degrees is relatively stable. The fraction of graduate students who self-identify as an under-represented minority is at 11 percent in 2017.

7.5.3 Race and Ethnicity Distribution of Graduate Academic Students by Broad Discipline⁶, Fall 2010-17.



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, following a change in federal requirements for collecting race and ethnicity data from students.

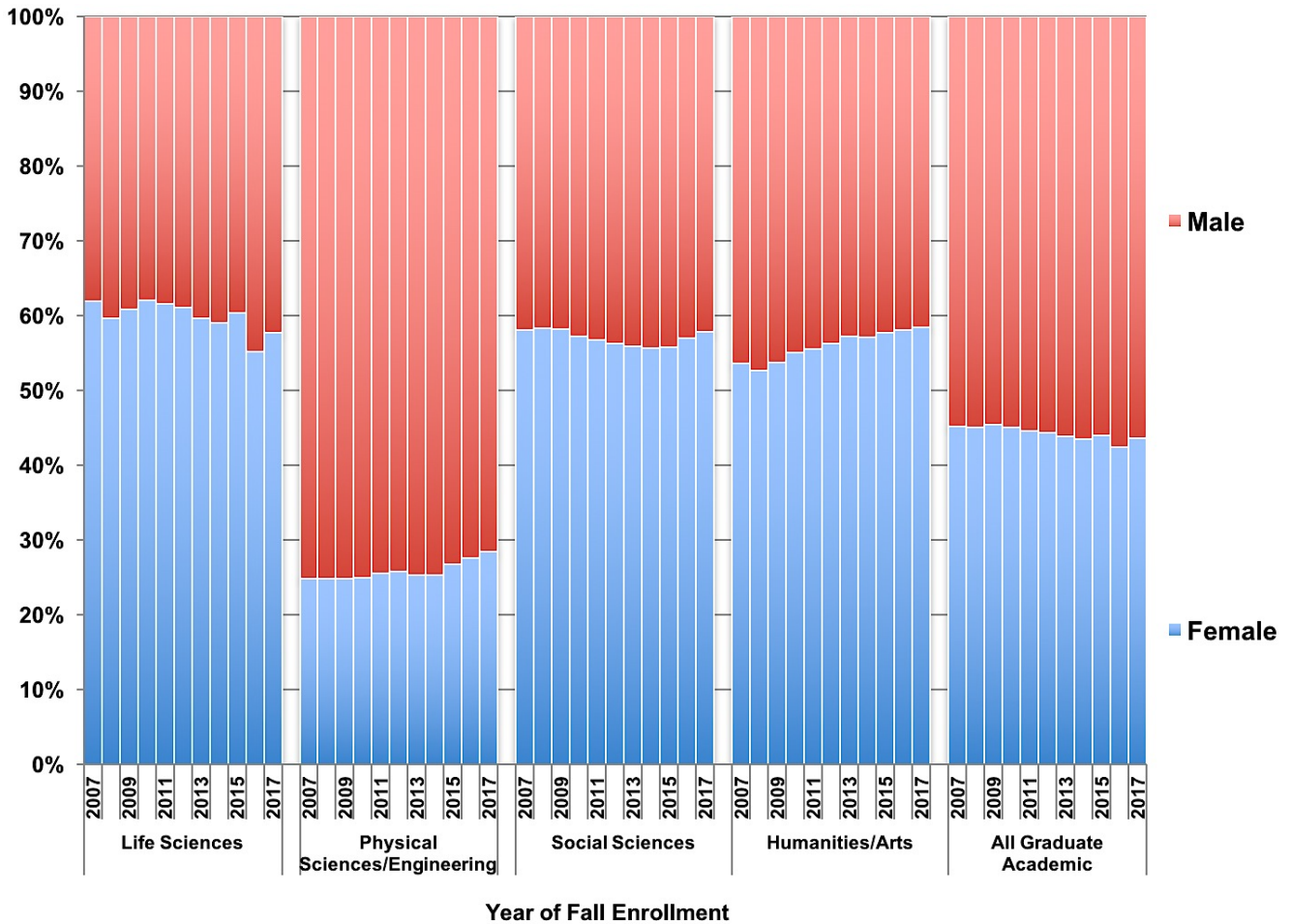
URM in the legend stands for “under-represented minority.” “Two or More URM” represents non-Hispanic students who

identified two or more ethnicities and at least one of the ethnicities included African American, Hawaiian, or Native American. “Two or More Non-URM” represents individuals selecting more than one ethnicity, none of which are under-represented minorities.

⁶ A list of the disciplines assigned to each category is published 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 sexes.

7.5.4 Sex Distribution of Graduate Academic Students by Broad Discipline⁷, Fall 2007-17.

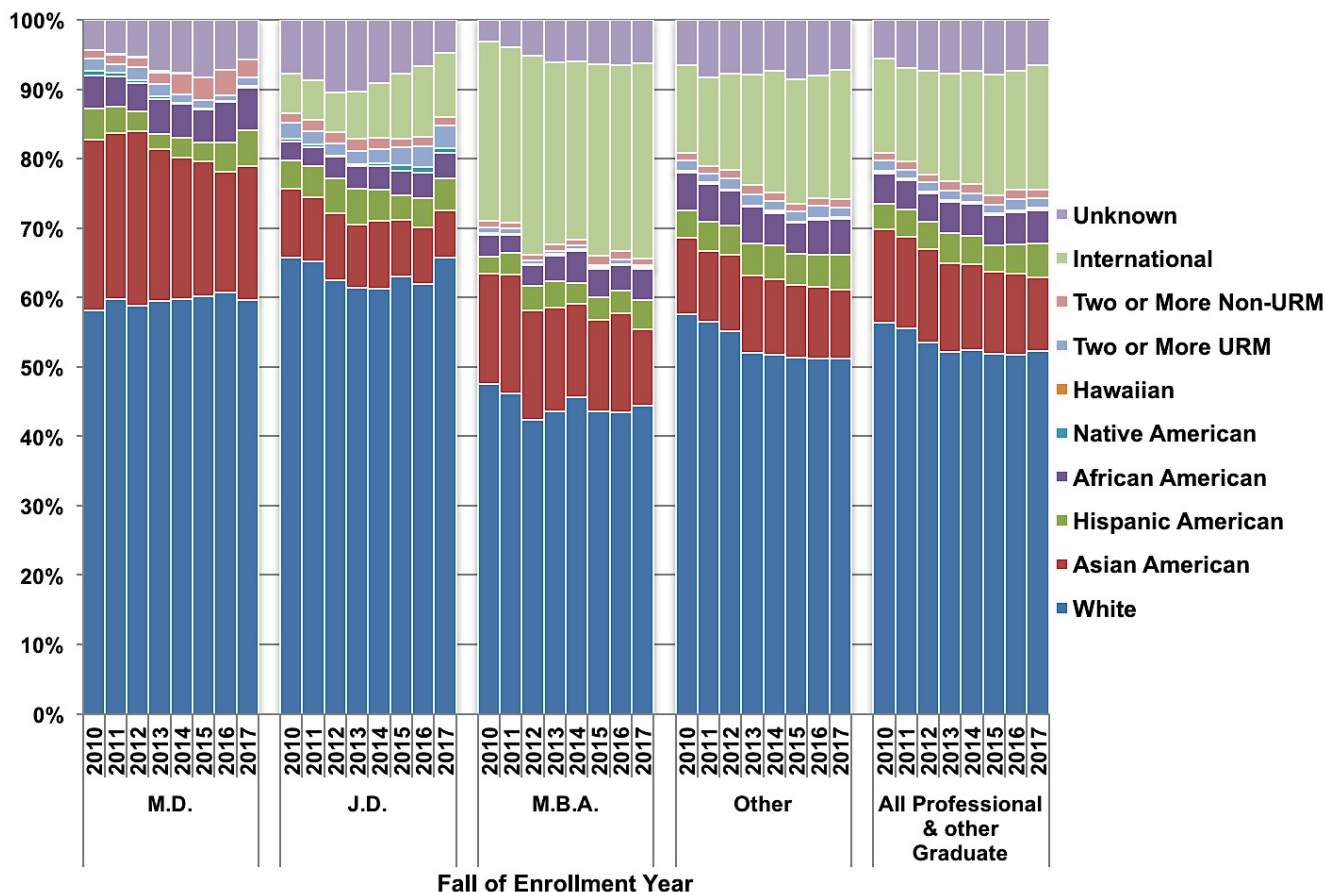


SOURCE: U-M Student Data Sets.

⁷ A list of disciplines assigned to each category is published in Appendix C.

Under-represented minority students make up about 11 percent of U-M’s professional and other degree programs enrollment.

7.5.5 Race and Ethnicity Distribution of Professional and Other Graduate Students by Program⁸, Fall 2010-17.



SOURCE: U-M Student Data Sets.

The U-M awards graduate professional degrees (some of which are referred to as “non-Rackham” degrees) in 11 disciplines. The “Other” category includes the D.D.S., Pharm.D. and D.N.P. professional programs, plus graduate programs in Public Health, Architecture, Engineering, Information, Music and some jointly sponsored degree programs.

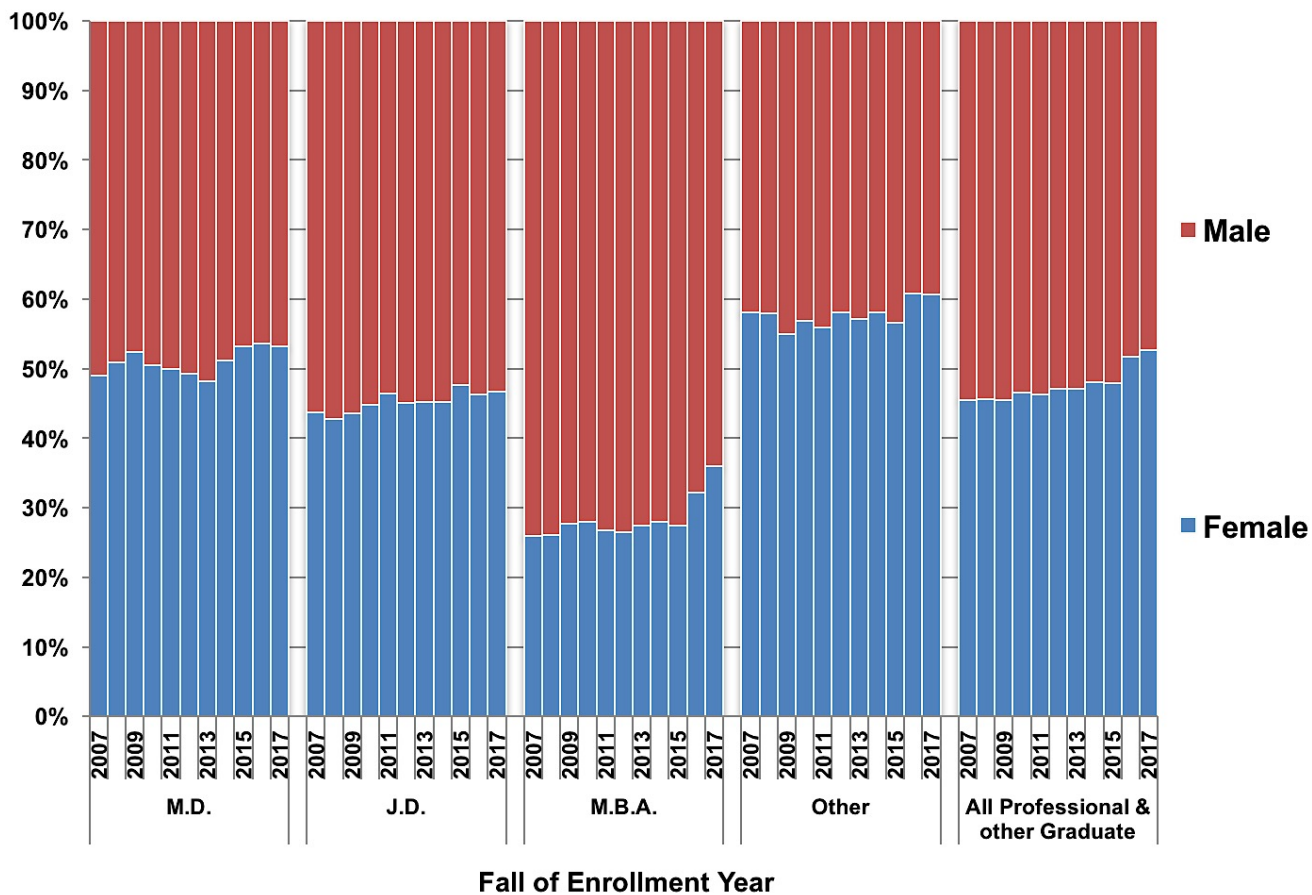
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⁸ A list of U-M professional and non-Rackham degree programs is published in Appendix D.

M.B.A students are now nearly one-third female, while females comprise 45-50 percent of students in M.D. and Law programs.

7.5.6 Sex Distribution of Professional and Other Graduate Students by Program⁹, Fall 2007-17.



SOURCE: U-M Student Data Sets.

The U-M awards graduate professional degrees (some of which are referred to as “non-Rackham” degrees) in 11 disciplines. The “Other” category includes the D.D.S., Pharm.D. and D.N.P. professional programs, plus graduate programs in Public Health, Architecture, Engineering, Information, Music and some jointly sponsored degree programs.

⁹ A list of U-M professional and non-Rackham degree programs is published in Appendix D.