

1. Personal and Professional Satisfaction

1. How strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
Quality matters at UNLV	jn	jn	jn	jn	jn	jn
Faculty/Staff input matters at UNLV	jn	jn	jn	jn	jn	jn
I am happy working at UNLV	jn	jn	jn	jn	jn	jn

2. Personal and Professional Satisfaction (Cont'd)

1. How strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
Quality matters in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job performance is valued at UNLV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty/Staff input matters in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy working in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. If any of these activities are part of your professional responsibilities at UNLV, please tell us how strongly you agree or disagree with the statement(s).

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
My research is valued in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My teaching is valued in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My service is valued in my college/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Any additional comments?

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3. Treatment of Persons from Underrepresented Groups

1. Please answer the following questions.

	Yes	No	Don't Know
I have been treated unfairly at UNLV because of a group with which I am associated (ethnicity, gender, religion, sexual orientation, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know of someone who has been treated unfairly at UNLV because of a group with which they are associated (ethnicity, gender, religion, sexual orientation, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend employment at UNLV to any member of a historically underrepresented group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend enrollment at UNLV to a prospective student from an historically underrepresented group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know who to go to at UNLV if I am discriminated against because of my race, gender, religion, or sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNLV provides an effective system to resolve conflicts in this area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the end, the right thing usually happens at UNLV.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Any additional comments?

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4. Treatment of All Persons

1. Please answer the following questions.

	Yes	No	Don't Know
I have been treated unfairly at UNLV, but not because of my gender, race or other group association.	jn	jn	jn
The administration in my college/unit/VP area values personal relationships and loyalties over job performance	jn	jn	jn

5. Inclusivity and Sensitivity

1. For each group below, check the box that most closely answers the question: UNLV treats (group) with respect and equality

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
African Americans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
White	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latino/Latina	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Native Americans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pacific Islanders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Easterners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Those over 50 years of age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, Lesbian, Bisexual, Transgender Persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People of any religious background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International students/faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Do you have any additional comments?

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6. Emphasis

1. How much emphasis does the administration place on issues of :

	Too Much	About Right	Too Little	Don't Know
Bias with regard to race and ethnicity	jñ	jñ	jñ	jñ
Gender bias	jñ	jñ	jñ	jñ
Bias with regard to sexual orientation	jñ	jñ	jñ	jñ
Bias with regard to people with disabilities	jñ	jñ	jñ	jñ
Age bias	jñ	jñ	jñ	jñ
Bias against religious differences	jñ	jñ	jñ	jñ
Bias against veterans	jñ	jñ	jñ	jñ
Bias against socio-economic status	jñ	jñ	jñ	jñ

7. Fairness of Personnel Matters

1. How strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
We have well defined written evaluation standards	jn	jn	jn	jn	jn	jn
Annual evaluation in practice is based upon our college/unit standards	jn	jn	jn	jn	jn	jn
Annual evaluation is fair and equitable across all faculty/staff	jn	jn	jn	jn	jn	jn
Racial and ethnic minorities are treated equally in evaluation within my college/unit	jn	jn	jn	jn	jn	jn
Women are treated equally in evaluation within my college/unit	jn	jn	jn	jn	jn	jn
Evaluation within my college/unit is unaffected by sexual orientation	jn	jn	jn	jn	jn	jn
My college/unit complies with NSHE, university, and college policies in all personnel matters	jn	jn	jn	jn	jn	jn
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy	jn	jn	jn	jn	jn	jn
I am satisfied with my workload	jn	jn	jn	jn	jn	jn
I am satisfied with my opportunities for advancement in rank	jn	jn	jn	jn	jn	jn

2. If you are tenured or tenure-track faculty, please tell us how strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
We have well defined written standards for promotion and tenure	jn	jn	jn	jn	jn	jn
Evaluation for promotion and tenure is based upon our college/unit standards	jn	jn	jn	jn	jn	jn
My college/unit actively mentors junior faculty to help them achieve tenure	jn	jn	jn	jn	jn	jn

8. Advocacy

1. The following are advocates for diversity at UNLV.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
President	jñ	jñ	jñ	jñ	jñ	jñ
Provost	jñ	jñ	jñ	jñ	jñ	jñ
Vice Presidents	jñ	jñ	jñ	jñ	jñ	jñ
Deans	jñ	jñ	jñ	jñ	jñ	jñ
Chairs/Directors	jñ	jñ	jñ	jñ	jñ	jñ
Search committees	jñ	jñ	jñ	jñ	jñ	jñ
Faculty Senate	jñ	jñ	jñ	jñ	jñ	jñ
President's Advisory Council	jñ	jñ	jñ	jñ	jñ	jñ
Student Groups	jñ	jñ	jñ	jñ	jñ	jñ

2. Do you have any additional comments?

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9. Commitment to open and public discussion

1. How strongly do you agree or disagree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
UNLV promotes open discussion about campus issues in general	90	90	90	90	90	90
UNLV promotes open discussion about issues of diversity in particular	90	90	90	90	90	90
My college/unit promotes open discussion about college/unit issues in general	90	90	90	90	90	90
My college/unit promotes open discussion about issues of diversity	90	90	90	90	90	90
My college/unit promotes open discussion about evaluation standards.	90	90	90	90	90	90
My college/unit respects all faculty research, even if it is controversial or non-traditional.	90	90	90	90	90	90
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	90	90	90	90	90	90
Openly expressing your opinions at UNLV will negatively impact your employment conditions (Evaluations, schedules, etc.)	90	90	90	90	90	90

10. Open Ended Questions

1. Universities have many ways of dealing with interpersonal and professional conflicts, both informal and formal. For example, at UNLV we have a formal grievance process through the Faculty Senate, and often have informal resolutions of problems by the Senate chair or a Dean working with affected parties. A university might have trained faculty mediators, an independent ombudsperson to mediate, a college-level mediation system, an "ethics" or similar committee, and many other alternatives.

I believe that conflict resolution is best handled by:

☐ Existing mechanisms

☐ Presidents Advisory Council

☐ Ombudsperson

Other (please specify)

2. What additional comments can you provide to help us create a more positive campus climate?

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11. Demographics 1

1. Which gender are you?

2. Are you: (Choose all that apply)

- ☐ Black, non-Hispanic
- ☐ Latino/Latina
- ☐ Native American/Alaska Native
- ☐ Asian
- ☐ Pacific Islander
- ☐ White
- ☐ Other
- ☐ Choose not to answer

3. What is your religious preference?

4. What is your sexual orientation?

5. What is your age?

6. How long have you been at UNLV?

7. What is your primary job classification?

8. Which Vice President/Administrative area are you under?

9. If you are under the Provost, which college/unit are you under?