

UNLV Climate Survey PCA Results

The tables below present the results of a principal components factor analysis of all of the questions that used a likert scale response (Strongly Agree to Strongly Disagree). Preliminary analysis revealed 11 independent factors, ranging from 1 to 24 items in each factor. Several items loaded highly (defined as an absolute value of .400 or higher) on more than one factor. After examining the items and restricting items to one factor based on either their conceptual connection to that factor or the magnitude of the item’s factor loading, I narrowed the items into 8 distinct factors with items being assigned to only one factor. I have named these factors: 1) global diversity and equality, 2) satisfaction and quality, 3) global evaluation and value, 4) administration’s advocacy for diversity, 5) feelings of legitimacy, 6) college/unit evaluation related to diversity, 7) perceptions of treatment of the dominant group, and 8) UNLV promotes discussion. There were two independent items that did not fit into any of the eight factors: “student groups are advocates for diversity at UNLV”, and “openly expressing your opinions at UNLV will negatively impact your employment conditions”. This suggests that these two items measure different dimensions of campus climate than any of the eight broad factors.

Factor 1 (Table 1) includes items related to global diversity and equality. This factor includes all items from the ‘Inclusivity and Sensitivity’ section of the survey plus three items from the ‘Advocacy’ section of the survey. The item “The President is an advocate for diversity at UNLV” also loaded onto the factor I have named ‘Administration’s Advocacy for Diversity,’ but its factor loading score was lower for that factor than for the ‘Global Diversity and Equality’ Factor. This may suggest something about how faculty members view the role of the president – as that of a figurehead or symbol of the university rather than as an actual member of the administration.

TABLE 1. Factor 1: Global Diversity and Equality

<i>Item</i>	<i>Factor Loading</i>
UNLV treats Native Americans with respect and equality.	0.901
UNLV treats Latinos/Latinas with respect and equality.	0.897
UNLV treats Middle Easterners with respect and equality.	0.890
UNLV treats Pacific Islanders with respect and equality.	0.884
UNLV treats Asians with respect and equality.	0.869
UNLV treats veterans with respect and equality.	0.867
UNLV treats African Americans with respect and equality.	0.862
UNLV treats those over 50 years of age with respect and equality.	0.818
UNLV treats international students/faculty with respect and equality.	0.798
UNLV treats women with respect and equality.	0.792
UNLV treats people with disabilities with respect and equality.	0.715
UNLV treats people of any religious background with respect and equality.	0.678
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.	0.673
The President is an advocate for diversity at UNLV.	0.561
Search Committees are advocates for diversity at UNLV.	0.508
The Chairs/Directors are advocates for diversity at UNLV.	0.463

Factor 2 (Table 2) includes measures that assess respondents overall satisfaction with their employment at UNLV and their perception of the value UNLV places on quality. The first seven items from the ‘Personal and Professional Satisfaction’ section of the survey and the last two items from the ‘Fairness of Personnel Matters’ section of the survey are included in this factor.

TABLE 2. Factor 2: Satisfaction and Quality

<i>Item</i>	<i>Factor Loading</i>
My job performance is valued at UNLV	0.781
Faculty/Staff input matters at UNLV	0.773
I am happy working at UNLV	0.763
Quality matters in my college/unit	0.753
Quality matters at UNLV	0.745
Faculty/staff input matters in my college/unit	0.706
I am happy working in my college/unit	0.693
I am satisfied with my workload.	0.621
I am satisfied with my opportunities for advancement in rank.	0.591

Factor 3 (table 3) includes items that assess respondent’s overall feelings about how they are evaluated and how much they feel valued within their college/unit. This factor does not include items related to perceptions about whether evaluation is based upon disadvantaged status (gender, sexuality, race/ethnicity, etc.), all of which loaded highly onto a separate factor. This factor integrates all three items from Part 2 of the ‘Personal and Professional Satisfaction’ section of the survey, four items from part 1 of the ‘Fairness of Personnel Matters’, and four items from the survey section on ‘Commitment to open and public discussion’.

TABLE 3. Factor 3: Global Evaluation and Value

<i>Item</i>	<i>Factor Loading</i>
My college/unit promotes open discussion about evaluation standards.	0.868
My college/unit respects all faculty research, even if it is controversial or non-traditional.	0.712
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	0.699
My college/unit promotes open discussion about college/unit issues in general.	0.675
Annual evaluation is fair and equitable across all faculty/staff.	0.673
My college/unit complies with NSHE, university, and college policies in all personnel matters.	0.608
My research is valued in my college/unit	0.562
My teaching is valued in my college/unit	0.520
My service is valued in my college/unit	0.517
Annual evaluation in practice is based upon our college/unit standards.	0.501
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	0.454

Unlike Factor 1, Factor 4 (Table 4) is not about global or overall diversity issues, but instead deals with respondents' perceptions of the administration's advocacy for diversity at UNLV. From the 'Advocacy' section of the survey, only "Chairs/Directors", "Search Committees", and "Student Groups" do not load highly onto this factor. Note that "President" loads highly onto this factor, but it loads higher onto Factor 1, perhaps suggesting that respondents view the President as a symbol of the university rather than as an administrator.

TABLE 4. Factor 4: Administration's Advocacy for Diversity

<i>Item</i>	<i>Factor Loading</i>
The Faculty Senate is an advocate for diversity at UNLV.	0.832
The Provost is an advocate for diversity at UNLV.	0.727
The President's Advisory Council is an advocate for diversity at UNLV.	0.726
The Vice Presidents are advocates for diversity at UNLV.	0.695
The Deans are advocates for diversity at UNLV.	0.547

Factor 5 (Table 5) includes only two items, and both deal with the perception that one must work harder because of his/her race or gender in order to be viewed as a legitimate scholar.

TABLE 5. Factor 5: Legitimacy

<i>Item</i>	<i>Factor Loading</i>
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my gender	-0.904
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my race	-0.852

The vast majority of the items in this Factor 6 (Table 6) deal with perceptions of evaluations as they relate to diversity, with the exception of the first item ("We have a well-defined written evaluation structure.") There is one global item about the college/unit promoting open discussions about issues of diversity, and the other three items are about how evaluation is affected by gender, sexual orientation, and race/ethnicity. The first four items are part 1 of the 'Fairness of Personnel Matters' of the survey, and the last item is from the part of the survey on 'Commitment to Open and Public Discussion'.

TABLE 6. Factor 6: Evaluation Related to Diversity

<i>Item</i>	<i>Factor Loading</i>
We have a well-defined written evaluation standards.	0.631
Women are treated equally in evaluation within my college/unit.	0.536
Evaluation within my college/unit is unaffected by sexual orientation.	0.455
Racial and ethnic minorities are treated equally in evaluation within my college/unit.	0.449
My college/unit promotes open discussion about issues of diversity.	0.423

The two items dealing with UNLV's treatment of the historically dominant groups (men and Whites) loaded together on only one Factor (Factor 7, Table 7). These items did not load with the other diversity-related items.

TABLE 7. Factor 7: Perceptions about Treatment of the Dominant Group

<i>Item</i>	<i>Factor Loading</i>
UNLV treats men with respect and equality.	0.815
UNLV treats Whites with respect and equality.	0.686

The final factor (Factor 8, Table 8) is composed of two items dealing with UNLV's promotion of open discussion. These are the first two items of the survey section on 'Commitment to Open and Public Discussion', but they did not load with the other items in that section.

TABLE 8. Factor 8: UNLV Promotes Discussion

<i>Item</i>	<i>Factor Loading</i>
UNLV promotes open discussion about issues of diversity in particular.	0.665
UNLV promotes open discussion about campus issues in general.	0.427

In addition to the above eight factors which we collapsed from an initial 11 factors produced via the principal components analysis, three questions were asked only of tenured and tenure-track faculty under the 'Fairness of Personnel Matters' section on the survey. Those three items loaded highly together on only one factor related to perceptions of promotion and tenure (Table 9).

TABLE 9. Factor 9: Promotion and Tenure

<i>Item</i>	<i>Factor Loading</i>
We have well defined written standards for promotion and tenure	0.856
Evaluation for promotion and tenure is based upon our college/unit standards.	0.982
My college/unit actively mentors junior faculty to help them achieve tenure.	0.839

All of the seven items from the survey section on ‘Treatment of Persons from Underrepresented Groups’ and the two items from the survey section on ‘Treatment of All Persons’ loaded together on one factor comprised of nine items. These were separated out from the previous analyses because these items all use a Yes/No response scale (Table 10).

TABLE 10. Factor 10: Treatment of Persons

Item	Factor Loading
I have been treated unfairly at UNLV because of a group with which I am associated (ethnicity, gender, religion, sexual orientation, etc.)	-.709
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.)	-.801
I would recommend employment at UNLV to any member of a historically underrepresented group.	.828
I would recommend enrollment at UNLV to any member of a historically underrepresented group.	.716
I know who to go to at UNLV if I am discriminated against because of my race, gender, religion, or sexual orientation.	.697
UNLV provides an effective system to resolve conflicts in this area.	.869
In the end, the right thing usually happens at UNLV.	.881
I have been treated unfairly at UNLV, but not because of my gender, race or other group association.	-.602
The administration in my college/unit/VP area values personal relationships and loyalties over job performance.	-.514

The final component is comprised of the eight items from the ‘Emphasis’ portion of the survey. All eight items loaded together on one component. These items were separated from the previous analyses because these items use a three point response scale: too much, about right, too little

TABLE 11. Factor 11: Emphasis

Item	Factor Loading
How much emphasis does the administration place on issues of bias against religious differences?	.860
How much emphasis does the administration place on issues of bias with regard to people with disabilities?	.829
How much emphasis does the administration place on issues of bias against veterans?	.825
How much emphasis does the administration place on issues of gender bias?	.814
How much emphasis does the administration place on issues of bias with regard to age bias?	.799
How much emphasis does the administration place on issues of bias against socioeconomic status?	.781
How much emphasis does the administration place on issues of bias with regard to sexual orientation?	.770
How much emphasis does the administration place on issues of bias with regard to race and ethnicity?	.758

ITEM RANKINGS AND VARIABILITY

These tables (Tables 12 and 13) display the top 15 highest and bottom 15 lowest ranked items among all of the likert scale questions with lower scores indicating more positive feedback and higher scores indicating worse feedback.

TABLE 12. Survey Items with the Most Positive Rankings

<i>Items with the Best Rankings</i>	<i>Mean</i>
Student groups are advocates for diversity at UNLV.	1.81
UNLV treats men with respect and equality.	1.88
UNLV treats Whites with respect and equality.	1.89
The President is an advocate for diversity at UNLV.	1.96
UNLV treats Pacific Islanders with respect and equality.	2.04
UNLV treats Asians with respect and equality.	2.05
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my race.*	2.06
UNLV treats veterans with respect and equality.	2.07
The Faculty Senate is an advocate for diversity at UNLV.	2.12
Evaluation within my college/unit is unaffected by sexual orientation.	2.12
UNLV treats international students/faculty with respect and equality.	2.13
UNLV treats Middle Easterners with respect and equality.	2.14
The President's Advisory Council is an advocate for diversity at UNLV.^	2.15
UNLV treats Latinos/Latinas with respect and equality.^	2.15
UNLV treats people of any religious background with respect and equality.^	2.15
UNLV treats Native Americans with respect and equality.^	2.15

*Reverse Coded

^Tied for 13th

TABLE 13. Survey Items with the Least Positive Rankings

<i>Items with the Worst Rankings</i>	<i>Mean</i>
I am satisfied with my opportunities for advancement in rank.	3.23
Annual evaluation is fair and equitable across all faculty/staff.	3.22
We have well defined written standards for promotion and tenure.	3.03
We have a well-defined written evaluation structure.	2.99
My college/unit actively mentors junior faculty to help them achieve tenure.	2.99
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	2.93
My college/unit promotes open discussion about evaluation standards.	2.89
Faculty/Staff input matters at UNLV.	2.78
My college/unit promotes open discussion about issues of diversity.	2.74
I am satisfied with my workload.	2.71
My college/unit respects all faculty research, even if it is controversial or non-traditional.	2.71
My college/unit promotes open discussion about college/unit issues in general.	2.70
Evaluation for promotion and tenure is based upon our college/unit standards.	2.68
Quality matters at UNLV.	2.65
Openly expressing your opinions at UNLV will negatively impact your employment conditions.*	2.60

*Reverse Coded

The two tables below (Tables 14 and 15) identify the Likert scale items with the most and least variation (15 each). Items with more variability are items that have more disagreement among the respondents, and items with less variability are the items on which the respondents are most likely to agree.

TABLE 14. Survey Items with the Least Variation in Responses

<i>Items with Least Variability</i>	<i>Std. Deviation</i>
Student groups are advocates for diversity at UNLV.	0.776
UNLV treats Whites with respect and equality.	0.875
UNLV treats men with respect and equality.	0.884
UNLV treats Pacific Islanders with respect and equality.	0.904
UNLV treats Asians with respect and equality.	0.930
UNLV treats veterans with respect and equality.	0.945
The Faculty Senate is an advocate for diversity at UNLV.	0.967
UNLV treats people of any religious background with respect and equality.	0.986
UNLV treats international students/faculty with respect and equality.	0.987
The President's Advisory Council is an advocate for diversity at UNLV.	0.989
UNLV treats people with disabilities with respect and equality.	0.998
Evaluation within my college/unit is unaffected by sexual orientation.	1.001
UNLV treats Middle Easterners with respect and equality.	1.004
UNLV treats Latinos/Latinas with respect and equality.	1.041
UNLV promotes open discussion about issues of diversity in particular.	1.043

TABLE 15. Survey Items with Most Variation in Responses

<i>Items with the Most Variability</i>	<i>Std. Deviation</i>
I am satisfied with my opportunities for advancement in rank.	1.334
My college/unit actively mentors junior faculty to help them achieve tenure.	1.318
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my gender.*	1.285
My college/unit promotes open discussion about evaluation standards.	1.285
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	1.284
Openly expressing your opinions at UNLV will negatively impact your employment conditions.*	1.263
We have well defined written standards for promotion and tenure.	1.261
Faculty/staff input matters in my college/unit	1.254
My college/unit complies with NSHE, university, and college policies in all personnel matters.	1.247
Annual evaluation is fair and equitable across all faculty/staff.	1.246
My college/unit promotes open discussion about college/unit issues in general.	1.239
My college/unit respects all faculty research, even if it is controversial or non-traditional.	1.234
Evaluation for promotion and tenure is based upon our college/unit standards.	1.224
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	1.220
My job performance is valued at UNLV	1.215

*Reverse Coded

Table 16 displays the means and standard deviations for all of the Yes/No items in order from most to least positive.

TABLE 16. Means and Standard Deviations for Items with Yes/No Response Scale

<i>1=Yes, 0=No unless reverse coded</i>	<i>Mean</i>	<i>Std. Dev.</i>
I would recommend enrollment at UNLV to any member of a historically underrep. group.	0.86	0.352
I have been treated unfairly at UNLV because of a group with which I am associated.*	0.80	0.398
I would recommend employment at UNLV to any member of a historically underrep. group.	0.77	0.423
I have been treated unfairly at UNLV, but not because of my gender, race, etc.*	0.70	0.460
I know who to go to at UNLV if I am discriminated against because of my race, gender, religion, or sexual orientation.	0.69	0.463
I know of someone who has been treated unfairly at UNLV because of group with which they are associated.*	0.69	0.464
UNLV provides an effective system to resolve conflicts in this area.	0.53	0.500
In the end, the right thing usually happens at UNLV.	0.51	0.500
The administration in my college/unit/VP area values personal relationships and loyalties over job performance.*	0.51	0.500

*Reverse Coded

MISSINGNESS

Missingness of items is a key indication of survey items that respondents do not understand, feel uncomfortable answering, or feel do not apply to them. High missingness suggests that the item should be revised or removed from a survey. The tables below display the most and least commonly unanswered items. The most missed item was “If you are under the Provost, which college/unit are you under?” To me, this question is ambiguous. Does this mean that you work directly under the Provost? Some staff and faculty who do not realize that all academic operations are under the Provost’s purview may misinterpret this question. The next three items were asked only of tenured and tenure-track faculty, so the level of missingness for those three is of less concern. The high level of missingness for the question about the President’s Advisory Council suggests to me that UNLV employees may not know exactly the PAC’s role at the university, so they are unable to assess the extent to which the PAC is an advocate for diversity at UNLV.

TABLE 17. Items that were Most Likely to Be Unanswered

<i>Most Commonly Unanswered</i>	<i>Number Missing</i>	<i>% Missing</i>
If you are under the Provost, which college/unit are you under?	619	67.14
Evaluation for promotion and tenure is based upon our college/unit standards.*	609	66.05
My college/unit actively mentors junior faculty to help them achieve tenure.*	602	65.29
We have well defined written standards for promotion and tenure.*	589	63.88
The President's Advisory Council is an advocate for diversity at UNLV.	550	59.65
UNLV provides an effective system to resolve conflicts in this area.	541	58.68
How much emphasis does the administration place on issues of bias against veterans?	479	51.95
The Faculty Senate is an advocate for diversity at UNLV.	450	48.81
How much emphasis does the administration place on issues of bias against socioeconomic status?	447	48.48
How much emphasis does the administration place on issues of bias against religious differences?	445	48.26
In the end, the right thing usually happens at UNLV.	443	48.05

The Vice Presidents are advocates for diversity at UNLV.	429	46.53
My teaching is valued in my college/unit	415	45.01
How much emphasis does the administration place on issues of bias with regard to people with disabilities?	412	44.69
How much emphasis does the administration place on issues of bias with regard to age bias?	409	44.36
Student groups are advocates for diversity at UNLV.	409	44.36
Which Vice/President/Admin Area Under	409	44.36
My research is valued in my college/unit	408	44.25
The Deans are advocates for diversity at UNLV.	404	43.82

*Items were asked only of tenured and tenure-track faculty, so should not be compared with the others.

Table 18 displays the least commonly skipped items. Note that many of these occur early in the survey. This survey was quite long and highly subject to survey fatigue.

TABLE 18. Items that were Least Likely to be Unanswered

<i>Least Commonly Unanswered</i>	<i>Number</i>	
	<i>Missing</i>	<i>% Missing</i>
I am happy working at UNLV	6	0.65
Quality matters at UNLV	12	1.30
Faculty/Staff input matters at UNLV	47	5.10
Quality matters in my college/unit	49	5.31
My job performance is valued at UNLV	54	5.86
I am happy working in my college/unit	57	6.18
Faculty/staff input matters in my college/unit	58	6.29
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my gender	106	11.50
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.)	130	14.10
I am satisfied with my workload.	135	14.64
I have been treated unfairly at UNLV because of a group with which I am associated (ethnicity, gender, religion, sexual orientation, etc.)	143	15.51
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my race.	146	15.84
I have been treated unfairly at UNLV, but not because of my gender, race or other group association.	149	16.16
I am satisfied with my opportunities for advancement in rank.	160	17.35
I know who to go to at UNLV if I am discriminated against because of my race, gender, religion, or sexual orientation.	167	18.11
We have a well-defined written evaluation structure.	169	18.33
My college/unit promotes open discussion about college/unit issues in general.	175	18.98
UNLV promotes open discussion about campus issues in general.	177	19.20
My service is valued in my college/unit.	189	20.50
My college/unit promotes open discussion about evaluation standards.	191	20.72

DIFFERENCES IN PERCEPTIONS BY GENDER AND RACE

Table 19 below presents item means for items with significant differences ($p < .05$) between male and female respondents. Males and female were most likely to have significantly different means on items having to do with differential treatment by gender and other demographic categories as well as several items related to the administration's emphasis on bias against various groups. Men and women were not significantly different on any items related to overall satisfaction and quality, global evaluation and value, or the administration's advocacy for diversity issues. Higher means indicate lower levels of agreement/higher levels of disagreement with the statement.

To summarize, women have a lower level of disagreement than men on the item: "I have to work harder than my colleagues in order to be perceived as legitimate because of my gender", and lower levels of agreement than men on the items: "UNLV treats African American, women, and international students/faculty with respect and equality" and "women are treated equally in evaluation within my college/unit". Men have a lower level of agreement than women on the item "UNLV treats men with respect and equality". In terms of the amount of emphasis the administration places on issues of bias, women are more likely than men to feel that the administration places too little emphasis on these issues. Men are more likely than women to report that they have been treated unfairly at UNLV, but not because of their gender, race, or other association.

TABLE 19. Items with Significant Mean Differences by Gender

<i>Item (1=Strongly Agree, 5=Strongly Disagree)</i>	<i>Male Mean</i>	<i>Female Mean</i>	<i>P value</i>
I have to work harder than my colleagues in order to be perceived as a legitimate scholar because of my gender	4.06	3.97	***
UNLV treats African Americans with respect and equality.	2.01	2.23	*
UNLV treats women with respect and equality.	2.06	2.49	***
UNLV treats men with respect and equality.	1.94	1.77	*
UNLV treats international students/faculty with respect and equality.	1.98	2.19	*
How much emphasis does the administration place on issues of gender bias?	1.98	1.69	***
How much emphasis does the administration place on issues of bias with regard to sexual orientation?	2.06	1.86	***
How much emphasis does the administration place on issues of bias with regard to people with disabilities	1.94	1.78	***
How much emphasis does the administration place on issues of bias with regard to age?	1.91	1.75	***
How much emphasis does the administration place on issues of bias with regard to religious differences?	1.98	1.87	*
Women are treated equally in evaluation within my college/unit.	2.13	2.37	*
Student groups are advocates for diversity at UNLV.	1.88	1.77	*
I have been treated unfairly at UNLV, but not because of my gender, race, or other association (1=Yes). [^]	0.37	0.23	***

Higher scores indicate higher level of disagreement.

* $p < .05$; ** $p < .01$; *** $p < .001$; two-tailed independent samples t-test

[^]Represents the proportion of respondents who said 'Yes'.

Table 20 displays the item means for whites and non-whites for items that demonstrated significant differences in means between the two groups. Overall, these were many more significant differences in item means between whites and non-whites than there were between men and women. In addition, whites and non-whites had significantly different perceptions not only on issues related to diversity and inclusion but also related to global satisfaction, quality, and evaluation standards. To summarize, non-whites appear significantly less satisfied with the climate at UNLV on all issues, ranging from personal and professional satisfaction to perceptions of treatment from underrepresented groups to inclusivity and sensitivity. They are also less likely than whites to perceive personnel matters as being handled fairly and are less likely to view various leaders at UNLV as advocates for diversity.

TABLE 20. Items with Significant Mean Differences between Whites and Non-Whites

<i>Item (1=Strongly Agree, 5=Strongly Disagree)</i>	<i>Mean for Whites</i>	<i>Mean for Non-Whites</i>	
My job performance is valued at UNLV.	2.43	2.62	*
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my race.	4.27	3.54	***
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional because of my gender.	3.79	3.45	***
My service is valued in my college/unit.	2.41	2.62	*
Quality matters in my college/unit.	2.23	2.40	*
I am happy working in my college/unit.	2.26	2.44	*
UNLV treats African Americans with respect and equality.	1.93	2.59	***
UNLV treats Latinos/Latinas with respect and equality.	1.93	2.51	***
UNLV treats Native Americans with respect and equality.	1.94	2.54	***
UNLV treats Asians with respect and equality.	1.88	2.35	***
UNLV treats Pacific Islanders with respect and equality.	1.87	2.33	***
UNLV treats Middle Easterners with respect and equality.	1.97	2.43	***
UNLV treats those over 50 years of age with respect and equality.	2.12	2.47	***
UNLV treats women with respect and equality.	2.18	2.59	***
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.	2.08	2.45	***
UNLV treats people of any religious background with respect and equality.	2.02	2.39	***
UNLV treats international students/faculty with respect and equality.	1.98	2.40	***
How much emphasis does the administration put on issues of bias with regard to age?	1.87	1.72	**
We have a well defined written evaluation structure.	2.87	3.20	***
Annual evaluation is based upon our college/unit standards.	2.40	2.62	*
Annual evaluation is fair and equitable across all faculty/staff.	3.12	3.37	**

Racial and ethnic minorities are treated equally in evaluation within my college/unit.	2.06	2.59	***
Women are treated equally in evaluation within my college/unit.	2.18	2.55	***
Evaluation within my college/unit is unaffected by sexual orientation.	2.04	2.27	*
My college/unit complies with NSHE, university, and college policies in all personnel matters.	2.35	2.63	**
In my college/unit, workload, scheduling, and other admin. functions are managed according to university and college policy.	2.35	2.70	***
I am satisfied with my workload.	2.62	2.86	**
I am satisfied with my opportunities for advancement in rank.	3.11	3.43	**
We have well defined written standards for promotion and tenure.	2.91	3.26	*
Evaluation for promotion and tenure is based on our college/unit standards.	2.58	2.88	*
The President is an advocate for diversity at UNLV.	1.84	2.19	***
The Provost is an advocate for diversity at UNLV.	2.04	2.49	***
The Vice Presidents are advocates for diversity at UNLV.	2.13	2.70	***
The Deans are advocates for diversity at UNLV.	2.21	2.72	***
The Chairs/Directors are advocates for diversity at UNLV.	2.19	2.73	***
Search committees are advocates for diversity at UNLV.	2.13	2.56	***
The Faculty Senate is an advocate for diversity at UNLV.	2.01	2.33	**
The President's Advisory Council is an advocate for diversity at UNLV.	2.07	2.31	*
UNLV promotes open discussion about campus issues in general.	2.37	2.68	***
UNLV promotes open discussions about issues of diversity in particular.	2.37	2.79	***
My college/unit promotes open discussion about issues in general.	2.57	2.92	***
My college/unit promotes open discussion about issues of diversity.	2.59	3.00	***
My college/unit promotes open discussion about evaluation standards.	2.79	3.05	**
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	2.81	3.16	**
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	2.75	2.33	***
<i>Yes/No Items (Yes=1, No=0)</i>			
I have been treated unfairly at UNLV because of a group with which I am assoc (ethnicity, gender, religion, sexual orientation, etc.)	0.15	0.26	***
I know of someone who has been treated unfairly at UNLV because of a group with which they are assoc (ethnicity, gender, etc.)	0.25	0.40	***
I would recommend employment at UNLV to any member of a historically underrepresented group.	0.82	0.69	***
I would recommend enrollment at UNLV to any member of a historically underrepresented group.	0.89	0.80	**
I know who to go to at UNLV if I am discriminated against because of my race, gender, religion, or sexual orientation.	0.73	0.64	**
UNLV provides an effective system to resolve conflicts in this area.	0.64	0.38	***

In the end, the right thing usually happens at UNLV.

0.59 0.39 ***

Higher scores indicate higher level of disagreement with the statement.

*p<.05; **p<.01; ***p<.001; two-tailed independent samples t-test