

These items use the response scale of too much, about right, and too little

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

This table includes all items from the 5-point likert scale questions and the components on which they loaded (.400 or higher). Asterisks indicate items that loaded on more than one c
I then narrowed these into a smaller number of components in the next worksheet.

*Loads Highly onto More than 1 Factor/Component

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
Racial and ethnic minorities are treated equally in evaluation within my college/unit.*	0.641
The President is an advocate for diversity at UNLV.	0.561
UNLV treats Whites with respect and equality.	0.553
Search Committees are advocates for diversity at UNLV.*	0.508
Women are treated equally in evaluation within my college/unit.*	0.490
The Chairs/Directors are advocates for diversity at UNLV.*	0.463
The Vice Presidents are advocates for diversity at UNLV.*	0.458
UNLV promotes open discussion about issues of diversity in particular.*	0.443
Evaluation within my college/unit is unaffected by sexual orientation.*	0.439
UNLV treats men with respect and equality.*	0.412
The Provost is an advocate for diversity at UNLV.*	0.402

FACTOR 2: Satisfaction

<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
My service is valued in my college/unit*	0.476
The Chairs/Directors are advocates for diversity at UNLV.*	0.427
My teaching is valued in my college/unit*	0.420
My college/unit promotes open discussion about college/unit issues in general.*	0.405

FACTOR 3: 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/stff.	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 is based upon our college/unit standards.*	0.501	
Faculty/staff input matters in my college/unit*	0.475	
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	0.454	
Women are treated equally in evaluation within my college/unit.*	0.418	
I am satisfied with my opportunities for advancement in rank.*	0.405	
My college/unit promotes open discussion about issues of diversity.	0.404	<<<<< Doesn't rea
UNLV promotes open discussion about campus issues in general.*	0.401	

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
The President is an advocate for diversity at UNLV.*	0.407

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

FACTOR 6:

<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
Annual evaluation is based upon our college/unit standards.*	0.474
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
UNLV promotes open discussion about campus issues in general.*	0.402

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

FACTOR 8: ?

<i>Item</i>	<i>Factor Loading</i>
Student groups are advocates for diversity at UNLV.	0.811

My service is valued in my college/unit*	0.409
Search Committees are advocates for diversity at UNLV.*	0.404

FACTOR 9: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

FACTOR 10: Treatment of Sexual and Religious Diversity

<i>Item</i>	<i>Factor Loading</i>
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.*	0.584
UNLV treats people of any religious background with respect and equality.*	0.455
Evaluation within my college/unit is unaffected by sexual orientation.*	0.450

FACTOR 11: Expression

<i>Item</i>	<i>Factor Loading</i>
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	-0.791

ITEMS FOR TENURE AND TENURE-TRACK FACULTY ONLY

Promotion and Tenure	
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

omponent.

lly appear to fit here, but doesn't load anywhere else, and barely loads here.

In this table, I have included items from the 5-point likert scale questions in only one factor each (that I deemed most applicable, and usually where it loaded the highest). The number

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: 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: 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/stff.	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 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

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: 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

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

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

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

Factorless Items

Student groups are advocates for diversity at UNLV.	0.811	<<<<< One item ca
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	-0.791	<<<<< One item ca

of factors has been reduced to 8.

cannot make up a factor. This doesn't fit in any other factor, so it should remain as a solo item or be removed
cannot make up a factor. This doesn't fit in any other factor, so it should remain as a solo item or be removed

Treatment of Persons from Under Represented Groups

All of the items use the Yes/No response scale

Item

Factor Loading

In the end, the right thing usually happens at UNLV.	.881
UNLV provides an effective system to resolve conflicts in this area.	.869
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
The administration in my college/unit/VP area values personal relationships and loyalties over job performance.	-.514
I have been treated unfairly at UNLV, but not because of my gender, race or other group association.	-.602
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

This table displays the average scores for all Likert Scale items from lowest (best) to highest (worsr) mean

	<i>Mean</i>	<i>Std. Deviation</i>
Student groups are advocates for diversity at UNLV.	1.81	0.776
UNLV treats men with respect and equality.	1.88	0.884
UNLV treats Whites with respect and equality.	1.89	0.875
The President is an advocate for diversity at UNLV.	1.96	1.046
UNLV treats Pacific Islanders with respect and equality.	2.04	0.904
UNLV treats Asians with respect and equality.	2.05	0.930
Work Harder Because of Race - Reverse Coded	2.06	1.179
UNLV treats veterans with respect and equality.	2.07	0.945
The Faculty Senate is an advocate for diversity at UNLV.	2.12	0.967
Evaluation within my college/unit is unaffected by sexual orientation.	2.12	1.001
UNLV treats international students/faculty with respect and equality.	2.13	0.987
UNLV treats Middle Easterners with respect and equality.	2.14	1.004
The President's Advisory Council is an advocate for diversity at UNLV.	2.15	0.989
UNLV treats Latinos/Latinas with respect and equality.	2.15	1.041
UNLV treats people of any religious background with respect and equality.	2.15	0.986
UNLV treats Native Americans with respect and equality.	2.15	1.047
UNLV treats African Americans with respect and equality.	2.18	1.088
UNLV treats people with disabilities with respect and equality.	2.18	0.998
The Provost is an advocate for diversity at UNLV.	2.19	1.120
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.	2.21	1.068
UNLV treats those over 50 years of age with respect and equality.	2.24	1.059
Racial and ethnic minorities are treated equally in evaluation within my college/unit.	2.26	1.116
Search Committees are advocates for diversity at UNLV.	2.27	1.090
Quality matters in my college/unit	2.30	1.192
Women are treated equally in evaluation within my college/unit.	2.31	1.114
The Vice Presidents are advocates for diversity at UNLV.	2.33	1.159
UNLV treats women with respect and equality.	2.33	1.125
I am happy working in my college/unit	2.34	1.156
Work Harder because of Gender - Reverse Coded	2.36	1.285
The Chairs/Directors are advocates for diversity at UNLV.	2.37	1.113
The Deans are advocates for diversity at UNLV.	2.39	1.166
My college/unit complies with NSHE, university, and college policies in all personnel matters.	2.46	1.247
I am happy working at UNLV	2.47	1.077
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	2.48	1.220
Annual evaluation is based upon our college/unit standards.	2.48	1.075
UNLV promotes open discussion about campus issues in general.	2.49	1.102
My service is valued in my college/unit	2.50	1.167
My job performance is valued at UNLV	2.51	1.215
UNLV promotes open discussion about issues of diversity in particular.	2.52	1.043
My teaching is valued in my college/unit	2.52	1.062
My research is valued in my college/unit	2.56	1.130
Faculty/staff input matters in my college/unit	2.58	1.254
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	2.60	1.263
Quality matters at UNLV	2.65	1.144
Evaluation for promotion and tenure is based upon our college/unit standards.	2.68	1.224
My college/unit promotes open discussion about college/unit issues in general.	2.70	1.239
My college/unit respects all faculty research, even if it is controversial or non-traditional.	2.71	1.234
I am satisfied with my workload.	2.71	1.195
My college/unit promotes open discussion about issues of diversity.	2.74	1.185
Faculty/Staff input matters at UNLV	2.78	1.182
My college/unit promotes open discussion about evaluation standards.	2.89	1.285
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	2.93	1.284
My college/unit actively mentors junior faculty to help them achieve tenure.	2.99	1.318
We have a well defined written evaluation structure.	2.99	1.197
We have well defined written standards for promotion and tenure.	3.03	1.261
Annual evaluation is fair and equitable across all faculty/stff.	3.22	1.246

I am satisfied with my opportunities for advancement in rank.

3.23

1.334

This table displays the standard deviations for all Likert Scale items ranked from lowest variability to highest variability.

	<i>Mean</i>	<i>Std. Deviation</i>
Student groups are advocates for diversity at UNLV.	1.81	0.776
UNLV treats Whites with respect and equality.	1.89	0.875
UNLV treats men with respect and equality.	1.88	0.884
UNLV treats Pacific Islanders with respect and equality.	2.04	0.904
UNLV treats Asians with respect and equality.	2.05	0.930
UNLV treats veterans with respect and equality.	2.07	0.945
The Faculty Senate is an advocate for diversity at UNLV.	2.12	0.967
UNLV treats people of any religious background with respect and equality.	2.15	0.986
UNLV treats international students/faculty with respect and equality.	2.13	0.987
The President's Advisory Council is an advocate for diversity at UNLV.	2.15	0.989
UNLV treats people with disabilities with respect and equality.	2.18	0.998
Evaluation within my college/unit is unaffected by sexual orientation.	2.12	1.001
UNLV treats Middle Easterners with respect and equality.	2.14	1.004
UNLV treats Latinos/Latinas with respect and equality.	2.15	1.041
UNLV promotes open discussion about issues of diversity in particular.	2.52	1.043
The President is an advocate for diversity at UNLV.	1.96	1.046
UNLV treats Native Americans with respect and equality.	2.15	1.047
UNLV treats those over 50 years of age with respect and equality.	2.24	1.059
My teaching is valued in my college/unit	2.52	1.062
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.	2.21	1.068
Annual evaluation is based upon our college/unit standards.	2.48	1.075
I am happy working at UNLV	2.47	1.077
UNLV treats African Americans with respect and equality.	2.18	1.088
Search Committees are advocates for diversity at UNLV.	2.27	1.090
UNLV promotes open discussion about campus issues in general.	2.49	1.102
The Chairs/Directors are advocates for diversity at UNLV.	2.37	1.113
Women are treated equally in evaluation within my college/unit.	2.31	1.114
Racial and ethnic minorities are treated equally in evaluation within my college/unit.	2.26	1.116
The Provost is an advocate for diversity at UNLV.	2.19	1.120
UNLV treats women with respect and equality.	2.33	1.125
My research is valued in my college/unit	2.56	1.130
Quality matters at UNLV	2.65	1.144
I am happy working in my college/unit	2.34	1.156
The Vice Presidents are advocates for diversity at UNLV.	2.33	1.159
The Deans are advocates for diversity at UNLV.	2.39	1.166
My service is valued in my college/unit	2.50	1.167
Work Harder Because of Race - Reverse Coded	2.06	1.179
Faculty/Staff input matters at UNLV	2.78	1.182
My college/unit promotes open discussion about issues of diversity.	2.74	1.185
Quality matters in my college/unit	2.30	1.192
I am satisfied with my workload.	2.71	1.195
We have a well defined written evaluation structure.	2.99	1.197
My job performance is valued at UNLV	2.51	1.215
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	2.48	1.220
Evaluation for promotion and tenure is based upon our college/unit standards.	2.68	1.224
My college/unit respects all faculty research, even if it is controversial or non-traditional.	2.71	1.234
My college/unit promotes open discussion about college/unit issues in general.	2.70	1.239
Annual evaluation is fair and equitable across all faculty/stff.	3.22	1.246
My college/unit complies with NSHE, university, and college policies in all personnel matters.	2.46	1.247
Faculty/staff input matters in my college/unit	2.58	1.254
We have well defined written standards for promotion and tenure.	3.03	1.261
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	2.60	1.263
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	2.93	1.284
My college/unit promotes open discussion about evaluation standards.	2.89	1.285
Work Harder because of Gender - Reverse Coded	2.36	1.285
My college/unit actively mentors junior faculty to help them achieve tenure.	2.99	1.318

I am satisfied with my opportunities for advancement in rank.

3.23

1.334

This is a ranking of the Yes/No items in the survey with higher scores indicating more positive feedback.

	<i>Mean</i>	<i>Std. Deviation</i>
I would recommend enrollment at UNLV to any member of a historically underrepresented group.	0.86	0.352
I have been treated unfairly at UNLV because of a group with which I am associated - Reverse Coded	0.80	0.398
I would recommend employment at UNLV to any member of a historically underrepresented group.	0.77	0.423
I have been treated unfairly at UNLV, but not because of my gender, race, etc. - Reverse Coded	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 they are associated - Reverse Coded	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. - Reverse Coded	0.51	0.500

Item	Number Missing	% Missing
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
How much emphasis does the administration place on issues of bias with regard to sexual orientation?	399	43.28
Religious Preference	399	43.28
Search Committees are advocates for diversity at UNLV.	395	42.84
The Provost is an advocate for diversity at UNLV.	393	42.62
The Chairs/Directors are advocates for diversity at UNLV.	390	42.30
In my college/unit, expressed faculty concerns about evaluation matter to the administration.	383	41.54
UNLV treats veterans with respect and equality.	378	41.00
My college/unit respects all faculty research, even if it is controversial or non-traditional.	371	40.24
UNLV treats Middle Easterners with respect and equality.	368	39.91
UNLV treats Native Americans with respect and equality.	366	39.70
UNLV treats Pacific Islanders with respect and equality.	348	37.74
How much emphasis does the administration place on issues of gender bias?	337	36.55
Sexual Orientation	336	36.44
How much emphasis does the administration place on issues of bias with regard to race and ethnicity?	335	36.33
UNLV treats people of any religious background with respect and equality.	331	35.90
UNLV treats gays, lesbians, bisexuals, and transgender persons with respect and equality.	329	35.68
UNLV treats people with disabilities with respect and equality.	323	35.03
Evaluation within my college/unit is unaffected by sexual orientation.	321	34.82
I believe that conflict resolution is best handled by:	315	34.16
Racial and ethnic minorities are treated equally in evaluation within my college/unit.	312	33.84
Age	312	33.84
UNLV treats Asians with respect and equality.	301	32.65
The President is an advocate for diversity at UNLV.	300	32.54

UNLV treats international students/faculty with respect and equality.	299	32.43
UNLV treats Latinos/Latinas with respect and equality.	294	31.89
My college/unit complies with NSHE, university, and college policies in all personnel matters.	294	31.89
UNLV treats those over 50 years of age with respect and equality.	289	31.34
UNLV treats African Americans with respect and equality.	287	31.13
Gender	287	31.13
The administration in my college/unit/VP area values personal relationships and loyalties over job performance.	259	28.09
How long have you been at UNLV?	258	27.98
UNLV treats men with respect and equality.	257	27.87
I would recommend employment at UNLV to any member of a historically underrepresented group.	248	26.90
Openly expressing your opinions at UNLV will negatively impact your employment conditions.	248	26.90
In my college/unit, workload, scheduling, and other administrative functions are managed according to university and college/unit policy.	247	26.79
Women are treated equally in evaluation within my college/unit.	246	26.68
Annual evaluation is fair and equitable across all faculty/stff.	243	26.36
UNLV treats Whites with respect and equality.	238	25.81
UNLV treats women with respect and equality.	233	25.27
UNLV promotes open discussion about issues of diversity in particular.	226	24.51
Annual evaluation is based upon our college/unit standards.	212	22.99
I would recommend enrollment at UNLV to any member of a historically underrepresented group.	210	22.78
My college/unit promotes open discussion about issues of diversity.	210	22.78
Primary Job Classification	200	21.69
My college/unit promotes open discussion about evaluation standards.	191	20.72
My service is valued in my college/unit	189	20.50
UNLV promotes open discussion about campus issues in general.	177	19.20
My college/unit promotes open discussion about college/unit issues in general.	175	18.98
We have a well defined written evaluation structure.	169	18.33
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
I am satisfied with my opportunities for advancement in rank.	160	17.35
I have been treated unfairly at UNLV, but not because of my gender, race or other group association.	149	16.16
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 because of a group with which I am associated (ethnicity, gender, religion, sexual orientation, etc.)	143	15.51
I am satisfied with my workload.	135	14.64
I know of someone who has been treated unfairly at UNLV because of a group with which they are associated (ethnicity, gender, religion, sexual	130	14.10
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
Faculty/staff input matters in my college/unit	58	6.29
I am happy working in my college/unit	57	6.18
My job performance is valued at UNLV	54	5.86
Quality matters in my college/unit	49	5.31
Faculty/Staff input matters at UNLV	47	5.10
Quality matters at UNLV	12	1.30
I am happy working at UNLV	6	0.65

Asked only to tenured or tenure-track faculty.

These are the items with significantly different means between males and females

<i>Item</i>	<i>Male Mean</i>	<i>Female Mean</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 ***
I have been treated unfairly at UNLV, but not because of my gender, race, or other association.	0.37	0.23 ***
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 *

These were the items with significantly different means between whites and non-whites.

Higher scores indicate lower levels of agreement, except for Yes/No questions

<i>Item</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 be	4.27	3.54 ***
I have to work harder than my colleagues in order to be perceived as a legitimate scholar/professional be	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 administrative functions are managed according to un	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 associated (ethnicity, gender, re	0.15	0.26 ***
I know of someone who has been treated unfairly at UNLV because of a group with which they are associ	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	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 ***