

Appendix

Undergraduate Baseline Model Latent and Observed Variables

Faculty Support

Please indicate the extent to which you agree or disagree with each of the statements below by marking the appropriate response (strongly disagree = 1, somewhat disagree = 2, somewhat agree = 3, strongly agree = 4).

1. I feel that I have received adequate guidance from faculty members at this university.
2. When I have a concern or problem, I feel that there is a faculty member or administrator at this university whom I can talk to.
3. My current academic advisor is sensitive to my needs and concerns.
4. Faculty members at this university are approachable outside of the classroom.
5. I feel that there are faculty or administrator role models for me at this university.
6. I feel that I have the opportunity to succeed at this university.
- *7. Faculty members are sensitive to the needs of all students.

University Commitment to Diversity

Please indicate the extent to which you agree or disagree with each of the statements below by marking the appropriate response (strongly disagree = 1, somewhat disagree = 2, somewhat agree = 3, strongly agree = 4).

- *8. Faculty and administrators at this university seem to be committed to promoting respect for and understanding of group differences.
9. This university has a climate that fosters diversity.

10. Top university administrators are genuinely committed to increasing diversity at this university.
11. This university is a good place to gain understanding about multicultural issues and perspectives.

Race- and Gender-Based Relations

Please rate the following aspects of the climate at this university in general using the following scale (poor = 1, fair = 2, good = 3, excellent = 4, no opinion = N).

- *12. Racial/ethnic integration on campus
13. Respect by faculty members for students of different racial and ethnic groups
14. University commitment to the success of students of different racial and ethnic groups
15. Respect by students for faculty of different racial and ethnic groups
16. University commitment to the success of women students
17. Racial/ethnic relations in the classroom
18. Sensitivity of faculty and staff to gender issues
19. Integration of diverse group perspectives into classroom learning

Climate for Diverse Groups

Please rate the climate at this university in general for persons from diverse backgrounds by indicating your response using the following scale (hostile = 1, somewhat hostile = 2, neutral = 3, somewhat welcoming = 4, welcoming = 5).

(Appendix continues)

20. Students with disabilities

Experiencing Insensitive Remarks and Materials

21. Women students

How often have you read, heard, or seen insensitive or negative comments or material at this university about each of the following? (never = N, rarely = R, sometimes = S, often = O).

22. Racial/ethnic minority students

34. Racial/ethnic minority students

23. Gay, lesbian, bi-sexual, and transgendered students

35. Women

24. Students with different religious beliefs and backgrounds

36. Individuals with disabilities

37. Nonheterosexuals

38. Individuals from different national origins

39. Religious groups

Unfair Treatment

How often have you been treated unfairly or harassed at this university because of each of the personal characteristics listed below? (never = N, rarely = R, sometimes = S, often = O).

25. Race/ethnicity

26. Gender

27. Sexual orientation

28. Religion

29. Age

30. Accent/dialect

31. National origin

32. Disability

33. Socioeconomic/income level

Fair Treatment

How fairly do you feel you have been treated by the following groups at this university (very fairly = 1, somewhat fairly = 2, fairly = 3, very unfairly fairly = 4, not applicable = N).

40. Residence hall personnel

41. Professors/instructors

42. Senior/top administrators

43. Other students

44. Members of the local community

45. Staff members

* Indicates item dropped from final baseline model.

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