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
21. Women students
22. Racial/ethnic minority students
23. Gay, lesbian, bi-sexual, and transgendered students
24. Students with different religious beliefs and backgrounds

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

Experiencing Insensitive Remarks and Materials
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).

34. Racial/ethnic minority students
35. Women
36. Individuals with disabilities
37. Nonheterosexuals
38. Individuals from different national origins
39. Religious groups

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 = 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.