

TABLE 1

Items, Factor Loadings, and Reliabilities for Formal Study Dependent Variables and Pre-dental School Interactions with Diverse Peers.

Factor and Survey Items	Factor Loading	Alpha
<i>Institutional commitment to diversity (Structural)</i>		.893
Recruiting more racial/ethnic minority students.	.798	
Creating a diverse multicultural environment at NYUCD.	.792	
Developing among the students an appreciation for a multicultural society.	.705	
Increasing the understanding of the importance of a multicultural society.	.694	
Increasing the representation of racial/ethnic minorities in the faculty.	.680	
<i>Informal cross-cultural interactions (Behavioral 1)</i>		.774
Socialized with someone from a different racial/ethnic group.	.844	
Studied with someone from a different racial/ethnic group.	.841	
Dined with someone from a different racial/ethnic group.	.804	
<i>Formal cross-cultural interactions (Behavioral 2)</i>		.627
Took part in student governance activities	.792	
Participated in ethnic or cross-cultural activities or organizations.	.761	
Volunteered to be a peer mentor	.722	
<i>Perceptions of discrimination (Psychological 1)</i>		.889
Been discriminated against by a NYUCD staff member.	.805	
Been discriminated against by a NYUCD administrator.	.776	
Been discriminated against by a NYUCD faculty.	.715	
Been discriminated against because of my gender.	.705	
Been discriminated against because of my race/ethnicity.	.607	
Been discriminated against by other NYUCD students.	.567	
<i>Sense of belonging (Psychological 2)</i>		.925
I feel a sense of belonging to the NYUCD community.	.900	
I feel that I am a member of the NYUCD community.	.895	
I would recommend NYUCD to others like me.	.794	
I am glad I attend NYUCD.	.784	

continued

Factor and Survey Items	Factor Loading	Alpha
<i>Perceptions of hostility/tension (Psychological 3)</i>		.826
Felt ostracized by my own racial/ethnic group because I chose not to participate in campus activities related to my own group.	.849	
Been harassed/threatened because of my gender.	.720	
Been harassed/threatened because of my race/ethnicity.	.717	
Felt pressure from members of my own racial/ethnic group not to socialize with or date members of other racial/ethnic groups different from my own.	.675	
<i>Perceptions towards diverse patients (Psychological 4)</i>		.924
I have overheard faculty making negative comments based on a patient's race/ethnicity.	.841	
Faculty has made negative comments to me regarding a patient's race/ethnicity.	.810	
I have heard from other students that faculty make negative comments in regards to patients' race/ethnicity.	.796	
<i>Perceived feelings of exclusion (Psychological 5)</i>		.600
Felt excluded from school activities because of my racial/ethnic background.	.746	
Felt isolated.	.676	
To "fit in" at NYUCD I often feel the need to change some of my personal characteristics.	.638	
<i>Perceive negative effects of diversity (Psychological 8)</i>		.676
One problem with pursuing racial/ethnic diversity is the admission of too many under-prepared students.	.826	
NYUCD is placing too much emphasis on achieving racial/ethnic diversity.	.819	
Emphasizing racial/ethnic diversity leads to campus disunity.	.746	
<i>Sense of academic success (Psychological 9)</i>		.645
I have doubts about my ability to succeed in dental school.	.779	
I have experienced academic difficulties since enrolling in dental school.	.769	
Problems outside of school cause me to neglect my studies.	.567	
<i>Pre-dental school interactions with diverse peers</i>		.888
The neighborhood in which you grew up?	.919	
Your undergraduate college?	.890	
Your friends at your undergraduate college?	.866	
Your friends in general?	.802	